



## Tool 2-1. The Five Practices and 10 Commitments of Leadership

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Based on Chapter 2, “The Five Practices of Exemplary Leadership,” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: A list of the 10 commitments associated with the five practices of leadership.

Practice	Commitment
Model the Way	Clarify values by finding your voice and affirming shared ideals.
	Set the example by aligning actions with shared values.
Inspire a Shared Vision	Envision the future by imagining exciting and ennobling possibilities.
	Enlist others in a common vision by appealing to shared aspirations.
Challenge the Process	Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.
	Experiment and take risks by constantly generating small wins and learning from experience.
Enable Others to Act	Foster collaboration by building trust and facilitating relationships.
	Strengthen others by increasing self-determination and developing competence.
Encourage the Heart	Recognize contributions by showing appreciation for individual excellence.
	Celebrate the values and victories by creating a spirit of community.

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