



Court Leadership And Professional Competencies

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Leadership Practices
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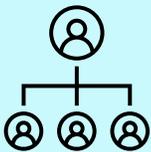
A Sampling of Professional -

- Abilities
- Competencies
- Practices
- Success Skills
- Mindsets
- Knowledge
- Actions
- Behaviors
- Strategies

Many court leaders have been exposed to training on proficiencies from the National Association for Court Management, or workshops from the National Center for State Courts' Institute for Court Management or even university courses on judicial administration. This series reviews different KSAs from a variety of sources.



This list, titled Leadership Practices, comes from a study of successful leaders as noted by authors James M. Kouzes and Barry Z. Posner, in a well-known book first published in 1987. These practices hold value for court leaders at all levels to show exemplary leadership abilities.



About These KSAs

According to the authors:

- Leaders use these practices to turn challenges into successes
- These practices allow leaders, and those aspiring to be in leadership, to achieve extraordinary results
- Self-assessment plays a vital role in understanding and using these KSAs

Things to Consider

- ⇒ Would any of these practices be beneficial in your current position and organization?
- ⇒ Could adoption of these KSAs add to your skill set and make you an exemplary leader?
- ⇒ Have you done a self-assessment of your skills and areas of interest?

Five Leadership Practices

1. Challenge the Process
 - a. Search for opportunities
 - b. Seize the initiative
 - c. Experiment and take risks
2. Inspire a Shared Vision
 - a. Imagine exciting possibilities
 - b. Welcome exciting ideas
 - c. Enlist others and appeal to shared aspirations
3. Enable Others to Act
 - a. Foster collaboration with others
 - b. Build trust and relationships
 - c. Strengthen others and develop competence
4. Model the Way
 - a. Clarify values
 - b. Affirm shared ideals
 - c. Set an example and align actions
5. Encourage the Heart
 - a. Show appreciation and recognition for others
 - b. Celebrate values, victories, and community spirit

Resources: James M. Kouzes and Barry Z. Posner, The Leadership Challenge, How to Get Extraordinary Things Done in Organizations, 1987, and The Truth About Leadership, 2010. See also <https://www.leadershipchallenge.com/contact>, and the National Association for Court Management CORE® on Leadership at <https://nacmnet.org/competency/leadership/>.

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