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# Encouraging the Heart

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# ENCOURAGING THE HEART

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An Amazing Student Engagement Experience

**You...You...are...AWESOME! These were the words that started the first clip during our leadership workshop. To see the video click here.**

Bowling Green State University's Center for Leadership hosts workshops throughout the year for skill enhancement, reflection, and overall leadership efficacy. The student interaction we would like to share was as co-facilitators for a workshop based on Kouzes and Posner's "Encouraging the Heart" principle from *The Leadership Challenge*. We spent time discussing the seven essentials of encouraging: 1) set clear standards; 2) expect the best; 3)

pay attention; 4) personalize recognition; 5) tell the story; 6) celebrate together; and 7) set the example (Kouzes & Posner, 2003). In an effort to engage the audience, we tried to make the workshop as interactive as possible by both providing examples of each of the essentials and asking attendees to share ways they can encourage the heart and build relationships with their constituents. "Leadership cannot be exercised from a distance. Leadership is a relationship" (Kouzes & Posner, 2003, p. 29). During this hour-long session, we met undergraduate students who were beginning their leadership journeys while others had been leading their student

organizations for more than a year. However, regardless of how established the leaders were—they all recognized the need to encourage, motivate, care about, and maintain positive relationships with others. Some of the ideas generated were to create personalized motivational thank you notes, host a recognition-themed meeting, celebrate successes (group and individual), and take the time to let others know you notice and value their contributions. After engaging in great dialogue, we closed with another clip that embodies all seven principals of encouraging the heart or copy/paste <http://www.youtube.com/watch?v=hVnTbt0UONU> We had a great time meeting these amazing student leaders and presenting on a topic near and dear

to our hearts.

If you would like a copy of our PowerPoint presentation to share with your student leaders, please email:

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#### References

Kouzes & Posner (2003). *Encouraging the heart : A leader's guide to rewarding and recognizing other*. San Francisco, CA.: Jossey-Bass.

Kouzes & Posner (2007). *The leadership challenge*. San Francisco, CA.: Jossey-Bass.

