

誰最有影響力？

- | | |
|---------|------|
| ★ 政治 | ★ 體育 |
| ★ 經濟/商業 | ★ 傳媒 |
| ★ 宗教 | ★ 家庭 |
| ★ 教育 | |

Most of the leadership that shapes our lives does not come from leaders with titles on an organization chart; it comes from leaders in our daily life role relationships.

人們最願意跟隨的領袖具備的素質

Jim Kouzes & Barry Posner Leadership Challenge

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|------------------------|------------------------|
| ✓ 真誠 Honest | ✓ 合作 Cooperative |
| ✓ 有前瞻性 Forward-Looking | ✓ 果斷 Determined |
| ✓ 有能力 Competent | ✓ 富有想像力 Imaginative |
| ✓ 能啟發人 Inspiring | ✓ 有雄心 Ambitious |
| ✓ 聰明 Intelligent | ✓ 勇敢 Courageous |
| ✓ 公平 Fair-minded | ✓ 關心別人 Caring |
| ✓ 氣量大 Broad-minded | ✓ 成熟 Mature |
| ✓ 能支持別人 Supportive | ✓ 忠誠 Loyal |
| ✓ 坦率 Straightforward | ✓ 有自制力 Self-Controlled |
| ✓ 可靠 Dependable | ✓ 獨立 Independent |

Managing Complex Change

Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Change
														改变
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Resistance
														阻力
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Confusion
														困惑/混濁
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Anxiety
														焦慮/不安
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Gradual Change
														緩慢的改變
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Frustration
														沮喪
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	False Start
														錯誤的開始
Rationale	+	Vision	+	Skills	+	Incentives	+	Resources	+	Action Plans	+	Assessment	=	Unproven Practice
														未經檢驗的- 實踐

Cassandra Erkens
Leading Change in Assessment Practices