

Table 1 A Comparison between Kouzes and Posner’s Five Exemplary Practices of Leadership and Senge’s Five Disciplines.

Element (Common)	Kouzes & Posner (Practice)	Senge (Discipline)
Values/Actions Congruence	Model the Way: Clarify personal values Align Actions with values	Personal Mastery: Clarify personal vision Hold creative tension
Shared Vision	Inspire A Shared Vision: Envision Future Enlist Others In common vision	Building Shared Vision: Unearthing shared pictures of the future Commitment not Compliance
Question the Status Quo	Challenge the Process: Search for Innovation and opportunities Experiment-take risks	Mental models: Surface internal assumptions be open to scrutiny Learningful conversations
Learning Together Through Collaboration	Enable Others to Act: Foster collaboration through trust & relationships Strengthen/empower others	Team Learning: Suspend assumptions and Enter into dialogue Thinking together and learning as a team
Integration of the Whole	Encourage the Heart: Creation of a culture of celebration through individual & group recognition Celebrate a Spirit of Community	Systems Thinking: Integrate all disciplines into a body of theory/practice Whole exceeds the sum of the parts

Source: Gregory, R. (2008). The Art of Collaborative Leadership: Practices & Disciplines.