

This book is compelling and even revolutionary. It seriously challenges the thinking and must be read slowly, carefully, and with an open mind. Doukhan's writing is simple and well-documented as evidenced by extensive footnotes. But beyond that it is clear that he has a burden for peace, not merely tolerance, to be brokered between both parties. As both Jews and Christians recognize our common heritage we may become a powerful force in fulfilling the purposes of God on this earth. I recommend this book in the superlative for anyone interested in Jewish-Christian relations and especially for those involved in the so-called mission to the Jews. In all future discussions on the subject, this volume cannot be ignored or taken lightly.

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Kouzes, James M., and Barry Z. Posner. *The Leadership Challenge*. 3d ed. San Francisco: Jossey Bass, 2002. xxviii + 458 pp.

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The book is presented in thirteen chapters. The first two describe the authors' point of view about leadership, defining four qualities on which great leadership is built: honesty, a forward looking vision, competence, and inspiration (25). These have been consistently foremost in leadership surveys conducted between 1987 and 2002 in different parts of the world.

The next ten chapters elaborate on the aim of the authors to strengthen leadership abilities and uplift the human spirit. This is done by detailing principles and practices concretely based in research that started in 1983. Kouzes and Posner wanted to know what people did when they were at their personal best in leading others. In essence, the book reports the results of more than twenty years of study on how ordinary people engineer the accomplishment of extraordinary achievements in their respective organizations. The study focuses on specific actions that leaders take in order to successfully accomplish the goals and objectives of their organizations. The result of this inquiry underscores five essential practices of exemplary leadership: modeling the way, inspiring a shared vision, challenging the process, empowering others to act, and encouraging the heart.

The heart of these chapters is the discussion that successful leaders are committed to ten ideals. These include: (1) clarity of personal values; (2) setting the example by aligning their actions with shared values; (3) envisioning the future by imagining exciting and ennobling possibilities; (4) enlisting others in a common

vision by appealing to shared aspirations; (5) searching for opportunities by seeking innovative ways to change, grow, and improve; (6) experimenting and taking risks by constantly generating small wins and learning from mistakes; (7) fostering collaboration by promoting cooperative goals and building trust; (8) strengthening others by sharing power and discretion; (9) recognizing contributions by showing appreciation for individual excellence; and (10) celebrating values and victories by creating a spirit of community in the organization.

Several factors stand out in this volume:

1. Overall, it is easy reading. One does not have to read the chapters chronologically but may start with what catches ones interest and attention and then move on to other parts of the book and still get its message.

2. Its message that leadership may be learned and is accessible to all. Each one has the capacity to lead and the first place to look for leadership is within oneself.

3. Emphasis is placed on human relationships as the foundation of successful leadership. As it were, this is the theme that courses throughout the book. It may be summarized in one sentence, "Whatever the time, whatever the circumstances, leadership is a relationship" (xxviii).

4. The interest that successful leadership is based in love. Leadership is a love relationship. In fact, the very last paragraph captures this intentionality:

Of all the things that sustain a leader over time, love is the most lasting. It's hard to imagine leaders getting up day after day, putting in the long hours and hard work it takes to get extraordinary things done, without having their hearts in it. The best-kept secret of successful leaders is love; staying in love with leading, with the people who do the work, with what their organization produces, and with those who honor the organization by using its work (399).

5. Its scholarship is evidenced by extensive endnotes and a useful index that make the book very user friendly.

6. Its discussions are marked by specific recommendations on what readers may do in order to sharpen their skills and develop into mature leaders. These are illustrated with true-to-life examples as well as tables and graphs. The downside of this approach is that readers are led to believe that since the concept or idea worked well in that particular case, it will automatically work well for them. But this is not always the case.

On the whole, this book is compulsory reading for all who are interested in leadership. And although it is not written from the perspective of the pastor or church administrator they will derive great benefit in listening and adhering to its principles.