

Creating a Vision

MONDAY: LEADERSHIP CONCEPT

A vision is a clear mental picture of a desired outcome. Like the picture on a jigsaw puzzle box, a vision shows you exactly what you are trying to create. Management consultants like Warren Bennis and Tom Peters have been trying to persuade companies all over the world to create a vision that rallies everyone in the company behind it. A company vision is an inspiring statement that describes the primary purpose of the organization.

In one survey, Stanford professors James C. Collins and Jerry I. Porras found that vision-driven companies performed 55 times better than the general market. In another study comparing visionary and nonvisionary companies, Collins and Porras found that vision-driven companies performed eight times better than their competitors.

As you apply this week's principles, you will discover that creating a vision is well worth the effort, both personally and professionally.

Enrichment Exercise

List possible reasons why people do not create a vision.

"There is nothing like a dream to create the future." — VICTOR HUGO

TUESDAY: PRINCIPLE FOR GROWTH

BEGIN TO CREATE A PERSONAL LEADERSHIP VISION. Develop a clear mental picture of how you want others to see you as a leader. (Remember, this is your personal leadership vision and may have nothing to do with your department's or company's vision.)

An example: "I am a leader who truly values the contributions of my people and cares about them as individuals. I am also an enthusiastic leader with the reputation for accepting responsibility, getting things done, and taking calculated risks when necessary. I enjoy the work I do and create an environment where people have fun!"

Today, focus on what you would like to have your employees say about you as a leader.

Enrichment Exercise

Jot down some thoughts for your personal leadership vision.

"There are two ways to face the future. One way is with apprehension, the other is with anticipation." — JIM ROHN

EXPANSION: LEADERSHIP APPLICATION

GREAT LEADERS HAVE A POSITIVE
VISION OF THE FUTURE.

How will you begin to demonstrate this leadership concept with
your associates?

I will...

I will...

I will...

I will...
