Vision Achievement Overview

OBJECTIVES

1. To familiarize participants with both the leadership and management components of the Vision Achievement Process.
2. To consider areas of strength for both the leadership and management components of the Vision Achievement Process.
3. To consider areas that need to be strengthen for both the leadership and management components of the Vision Achievement Process.
4. To familiarize participants with three overarching components of Vision Achievement.

START HERE

I. The Vision Achievement Process℠

LEADERSHIP COMPONENTS

A. ***Desire:*** The fountainhead of vision is the heart's desire. Everyone has desires and dreams for a better future—even if you are not acutely aware of these desires and dreams.

B. ***Vision:*** When you...

- Connect with your heart's dreams and desires and
- Inform those dreams and desires by your outer world—including both empirical and intuitive information gleaned from your environment—your milieu—and then
- Form this into a written directional statement—a clear picture of your desired better future...you now possess a vision. *(Time horizon: 2-20 years).*

C. ***Strategy:*** The "big picture" approaches you will follow to achieve the vision are called strategies.

- Your strategies need to be beneficial for you and for any others who will be involved in achieving the vision.
- Your strategies need to be workable.
- Typically you will identify five to eight strategy areas as the focus for your vision achievement efforts *(Time horizon: 1-5 years)*

D. ***People and Financial Conceptualization:*** Most visions require people and financial resources. At this stage you...

- Either create the conceptual model for generating adequate people and financial resources for the vision.
- Or, if a method already exists, you review it in light of the vision and make necessary adjustments.

E. ***Alignment***: Alignment creates velocity and lack of alignment is like flying an airplane with a built-in head wind.

- It is necessary to both initially and continually communicate the new direction—both in word and deed—to all that are involved in bringing the vision into reality.
- Creating coalitions and teams that understand the vision and strategies and accept their validity.

F. ***Motivate and Inspire***: Energizing people to overcome major political, bureaucratic, and resource barriers to change by satisfying very fundamental, but often unmet, needs (e.g.- a need for significance, a need to do good in the world, etc.)

MANAGEMENT COMPONENTS

G. ***Tactics***: Deductively developing tactical plans (6 months to one year) for carrying out each strategy of the vision.

- Involves very specific time sequencing, exact budgets, etc.
- These plans tend to be very specific (including costs) and at times lengthy.
- It is important that these tactics be well informed.

H. ***Organizing and Staffing***: Establishing some structure for accomplishing plan requirements and then. . .

- Roles & Responsibilities.
- Structure.
- Staffing.

I. ***Coaching, Tracking and Problem Solving / Opportunity Exploitation***: Driving the plan forward -ongoing implementation and, when needed, appropriate intervention.

- Monitoring results vs. plan in some detail.
- Identifying deviations and intervene to either get back on course or to redirect on a new adjusted course.
- Providing the coaching, planning, finances and other needed resources to solve problems and exploit opportunities (including budget and cash flow tracking and control).

II. Three Overarching Vision Achievement Components.

A. ***Mission***: This statement of the mission of the organization (or organizational unit) relates to the long term reason for the organization's existence. It is the least changeable of all components.

B. ***Values***: These are the few unchanging core values of the organization.

- The history of values.
- The difference between core values and relevancy values.

C. ***Guiding Principles***: The five or six highly esteemed ideals that underlie and drive everything about an organization.

- The guiding principles - relevancy values - reveal from a character, conceptual and philosophical level what is most important to the organization at this time.
- When the values and the guiding principles are properly inculcated into the organization, the need for policies and control management decreases.
- Since organizations function in a changing world, the guiding principles may periodically require change but only with care and deliberation.

Notes: