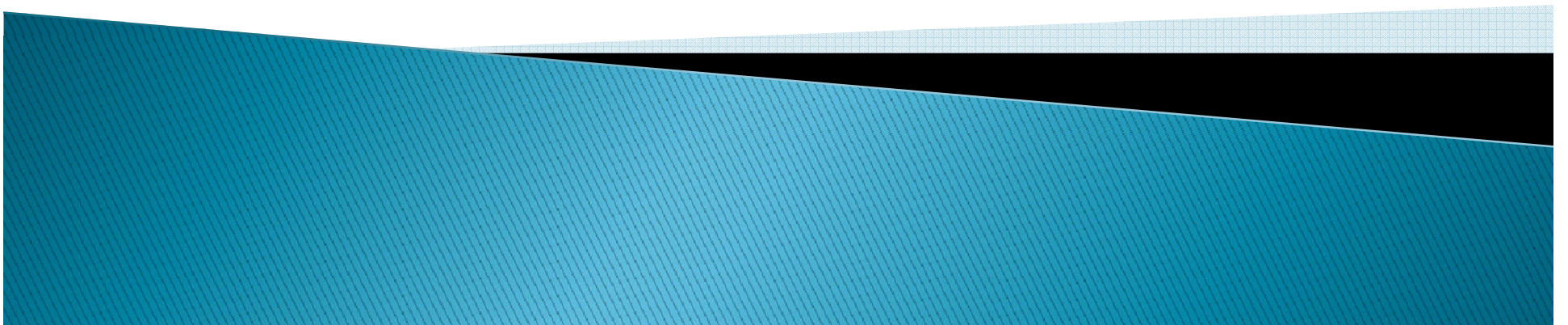


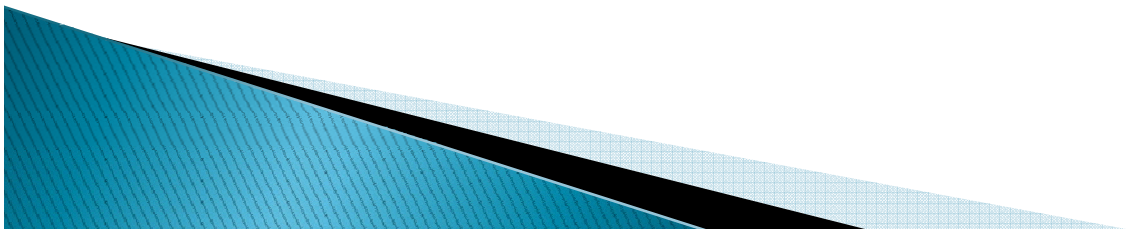
Creating Your Vision for Success



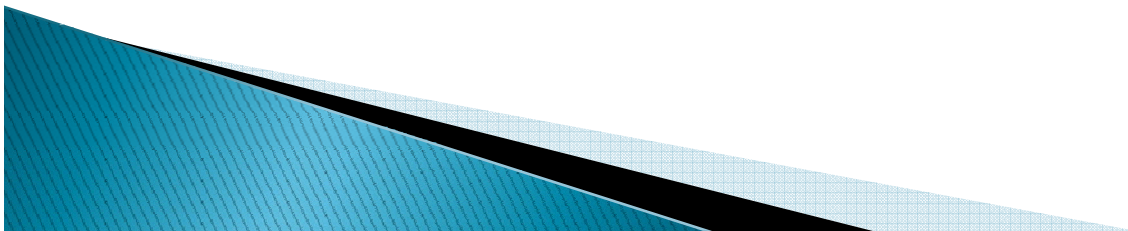
Topics we will cover today

Creating Your Vision for Success

- ▶ Why having a Vision is important
- ▶ The importance of Vision in Changing Times
- ▶ Defining Your Vision
- ▶ Considerations for Getting People to Support You – Employees and Team
- ▶ Online Assessment

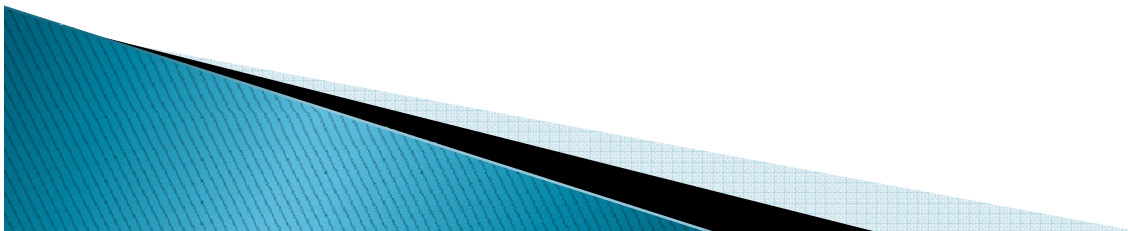


Why is Vision Important?



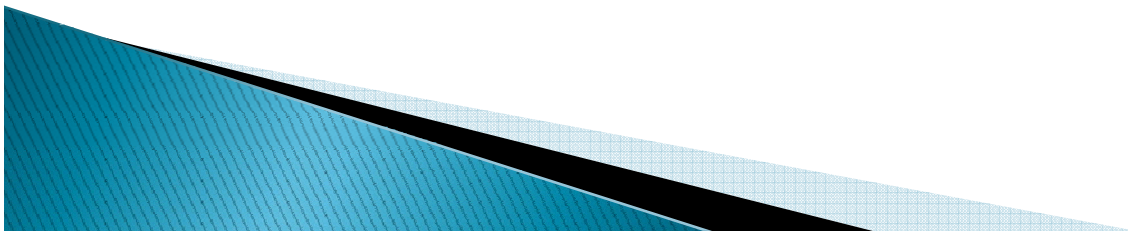
Why is Vision Important?

A Vision helps you see the importance of getting where you want to go and understanding why some paths are better suited than others.



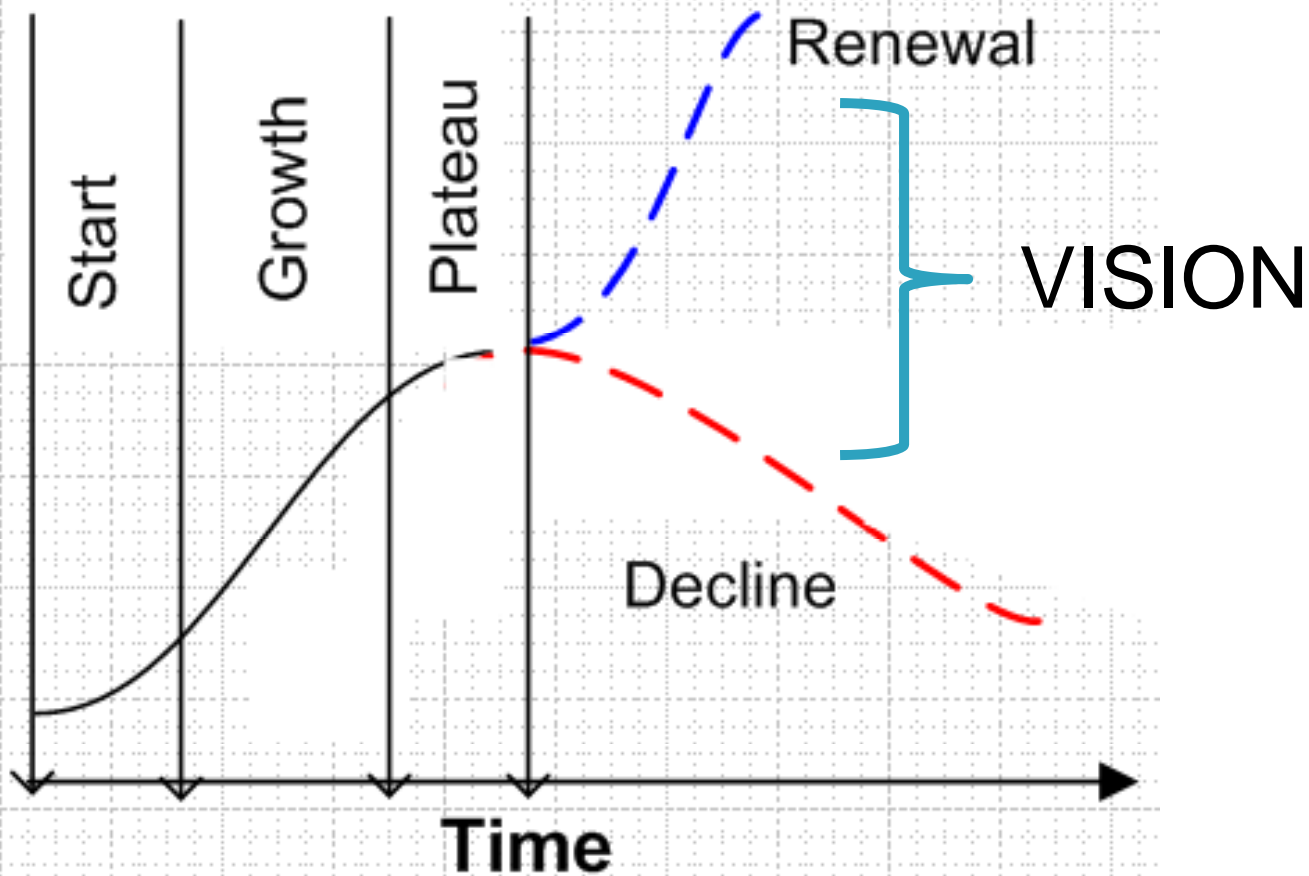
Why is it Important?

A vision inspires, motivates, and creates a sense of purpose that people can buy into.



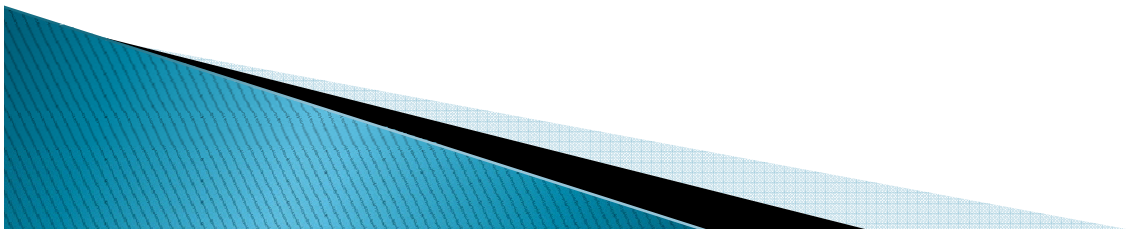
Adapting to Change

Four Stages of an organization's
Life Cycle - Change



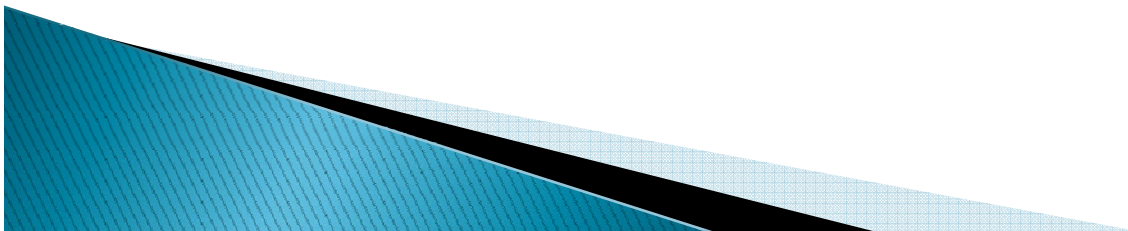
Why is it Important?

A good vision: realistic enough to create recognizable picture of the future, powerful enough to provide coordination, and open enough that others can make it over into their own.



Why is it Important?

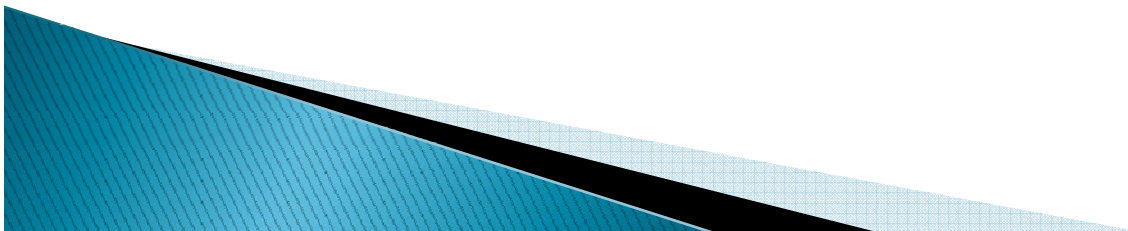
If done well, it can inspire, motivate, provide direction, and enable benchmarking for progress towards the future?



Defining Your Vision

Ask Yourself:

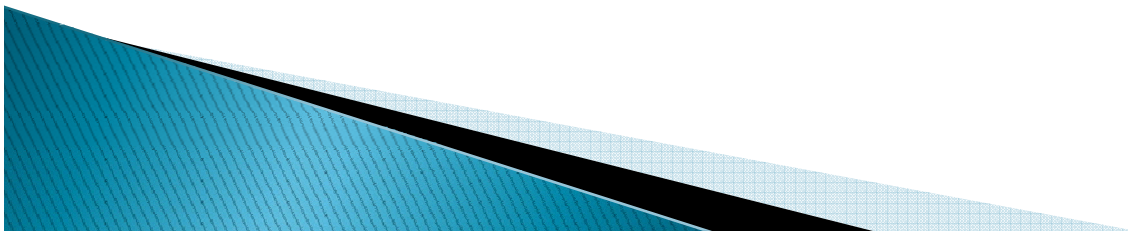
What is your purpose?



Defining Your Vision

Ask Yourself:

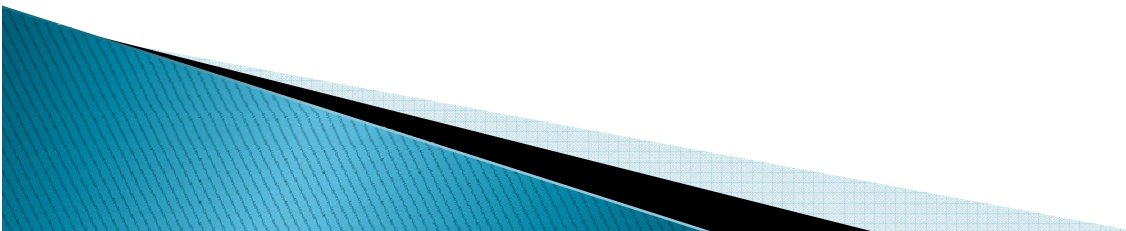
What is your driving force?



Defining Your Vision

Ask Yourself:

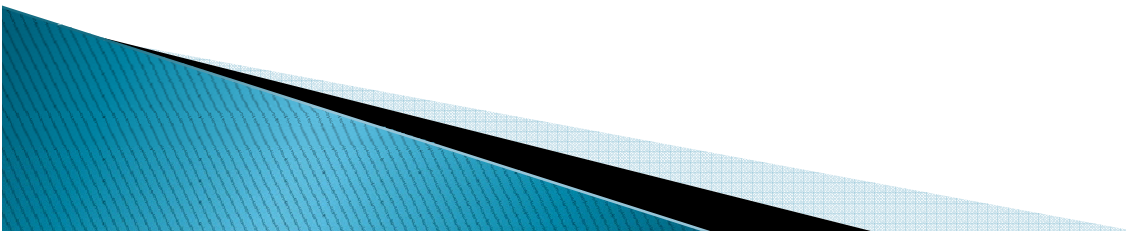
What are our core values?



Defining Your Vision

Ask Yourself:

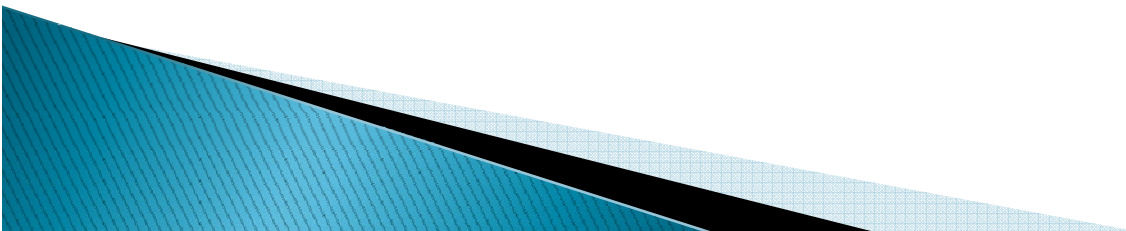
What do we do best?



Defining Your Vision

Ask Yourself:

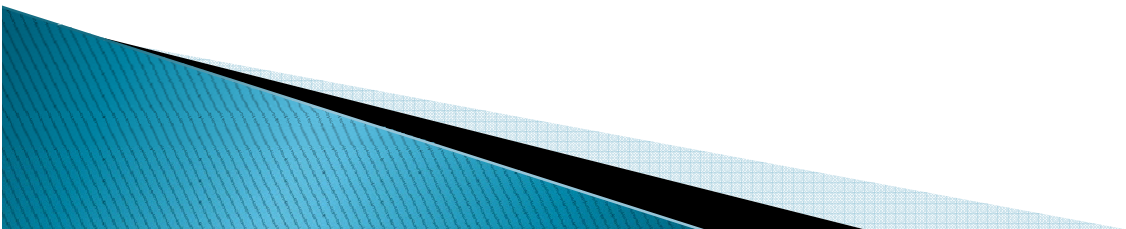
What do we want to accomplish?



Defining Your Vision

Ask Yourself:

What do we want to change?



Defining Your Vision

Ask Yourself:

What is your purpose?

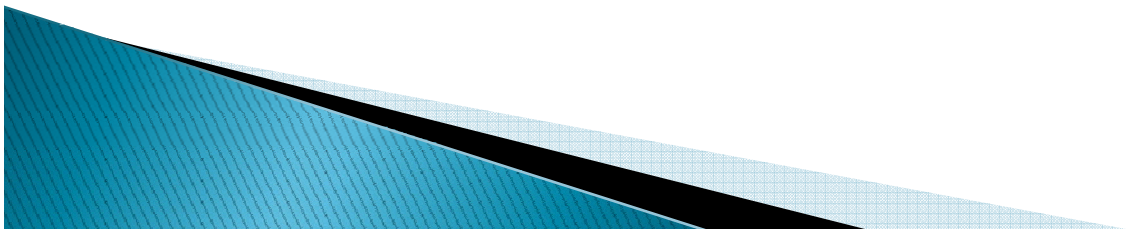
What is your driving force?

What are our core values?

What do we do best?

What do we want to accomplish?

What do we want to change?



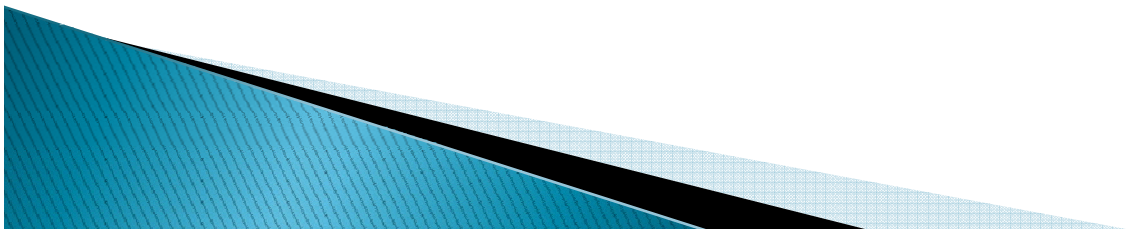
Vision

S.E.T. Exercise:

1) Seen

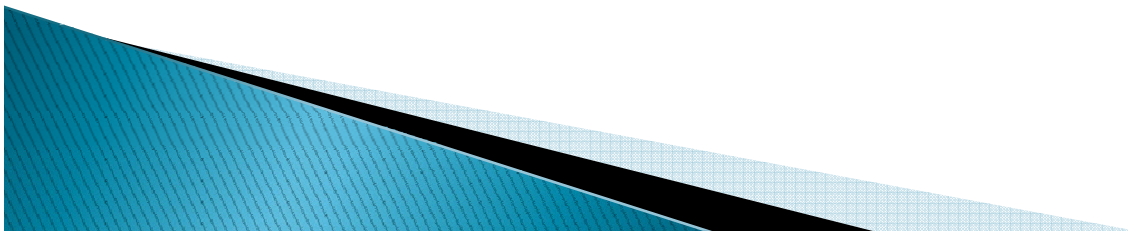
2) Emotionally Experienced

3) Talked About



Does Your Vision?...

- Provides a sense of direction
- Provides a framework to make decisions around
- Reflects Values and People
- Recognizes and responds to a pressing need
- Helps create a strong future by acting in the present



Building Identification – VISION BUY-IN

Employee roles – what is their role in achieving goals of the organization

- How does their job fit into the bigger picture
- How will their tasks performance support the company financially
- How will their performance and the team's be rewarded when it helps achieve the goals of the organization
- How can we bring employees together as a TEAM to accomplish the VISION

Building Employee Team Buy-In

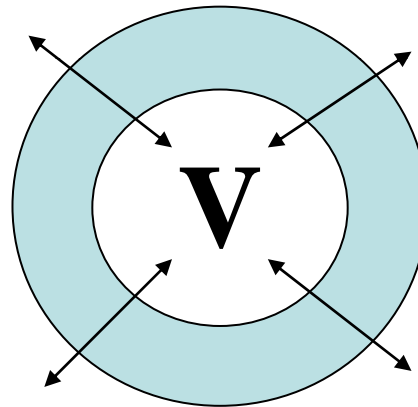
Leadership Loyalty Based On Value

**First-time,
Repeat, Loyal
Buy-in**

Tactics &
Feedback
Mechanisms

Conviction

Tactics &
Feedback Mechanisms



Awareness

Tactics &
Feedback Mechanisms

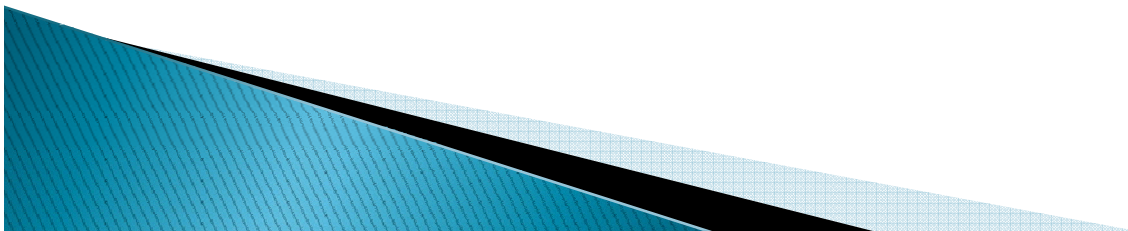
Comprehension

Tactics &
Feedback Mechanisms

**What's in it for me? What's in it for the
team? What's in it for the Company**

Take the Employee Buy-In Assessment Online

www.leadersourcenetwork.com



Thank you

