



# Innovative Hematology

Indiana Hemophilia  
& Thrombosis Center

## Manager Essentials Leadership-Development Program

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### Casting Vision DEBRIEF (Aka Leadership Lab)

# HRD\*

A LEADERSHIP DEVELOPMENT COMPANY



# Innovative Hematology

## 2026 Workshop Series

All sessions are virtual



**Between Sessions:**  
application exercises, follow-up, and reminders

# Ice Breaker

What's one word people you **want** people to feel because of your team?



# Today's Objectives



- Translate the idea of “casting vision” into practical, natural, everyday leadership conversations
- Help your leaders connect operational work to human meaning
- Explore what makes teams more open—or resistant—to vision

# What is Vision?



# How Do I Talk About This With My Team?

## What is Vision?



How many of you found yourselves thinking about your vision after the workshop...but not necessarily sharing it with your team yet?



# What Made This Challenging?



- What got in the way?
- What felt awkward?
- What uncertainty did you experience?
- What concerns came up as you thought about bringing this to your team?

# Vision in Real Life



Vision is communicated through small moments where leaders help people understand:

- Why something matters
- Where we're headed
- What success looks like
- How daily work connects to something meaningful

# Vision in Real Life—Example



**NOT vision:** Starting Monday, we're changing the intake process.

**Vision in a moment:** I know this new process feels like one more change. But part of why we're doing this is because families are already overwhelmed when they walk through our doors. If we can make this process smoother and more predictable, we reduce stress during an already difficult experience.

# Vision in Real Life—Example



**NOT vision:** We need charts completed by the end of the day.

**Vision in a moment:** I know documentation can feel tedious on busy days, but accurate charting is one of the ways we protect continuity of care for patients managing really complex medical situations.

# Vision in Real Life—Example



**NOT vision:** Everybody just needs to push through today—we're all busy.

**Vision in a moment:** I know today has been incredibly heavy. But I also want you to remember that some of these families will remember how they felt in this clinic long after they remember the details of the appointment itself. The way this team shows up matters.

# Vision in Real Life—Example



**NOT vision:** Good job, everybody.

**Vision in a moment:** When we say we want families to feel supported and informed, THIS is what that looks like. The way you slowed down and answered those questions today—that's exactly the experience we want people to have with our team.

# Translate the Vision



Your job in this activity is to take a statement that sounds operational or task-focused and translate it into language that helps people understand the **human impact behind it.**

## For example:

- **Instead of:** “We need to improve communication.”
- **You might say,** “One reason communication matters so much on this team is because families are often already overwhelmed and anxious. Clear communication helps people feel informed, supported, and less alone during difficult moments.”

# Translate the Vision: Instructions



The “leader” will take an operational statement and explain it in a more human-centered, meaningful way.

The “observer” should listen for:

- clarity,
- authenticity,
- and whether the WHY became clearer.

## **Prompts (Choose ONE per person):**

- “We need stronger accountability.”
- “We need better communication.”
- “We need to improve patient experience.”
- “We need to reduce delays.”
- “We need everyone aligned.”
- “We need to improve follow-through.”

# What if the WHY is Missing?



# What if the WHY is Missing?

Sometimes the WHY isn't actually missing—it just doesn't get translated.

Leaders help connect:

- task → meaning
- goal → human impact
- process → purpose

# What Makes Teams Closed to Vision?



- Burnout
- Distrust
- Change fatigue
- Overload
- Cynicism
- Inconsistent leadership
- Lack of follow-through

# What Makes Teams Open to Vision?



- Trust
- Clarity
- Involvement
- Consistency
- Emotional safety
- Seeing leadership behavior align with words

# The Environment Impacts How Vision Lands



Sometimes leaders need to rebuild trust and clarity before people are emotionally available to connect to vision.

# One Sentence

What is ONE sentence you could say to your team this week that helps connect daily work to meaning?

Every leader creates a picture for the people around them—intentionally or unintentionally.

The question is whether that picture is clear enough, meaningful enough, and human enough for people to want to move toward it together.

# Questions?



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