

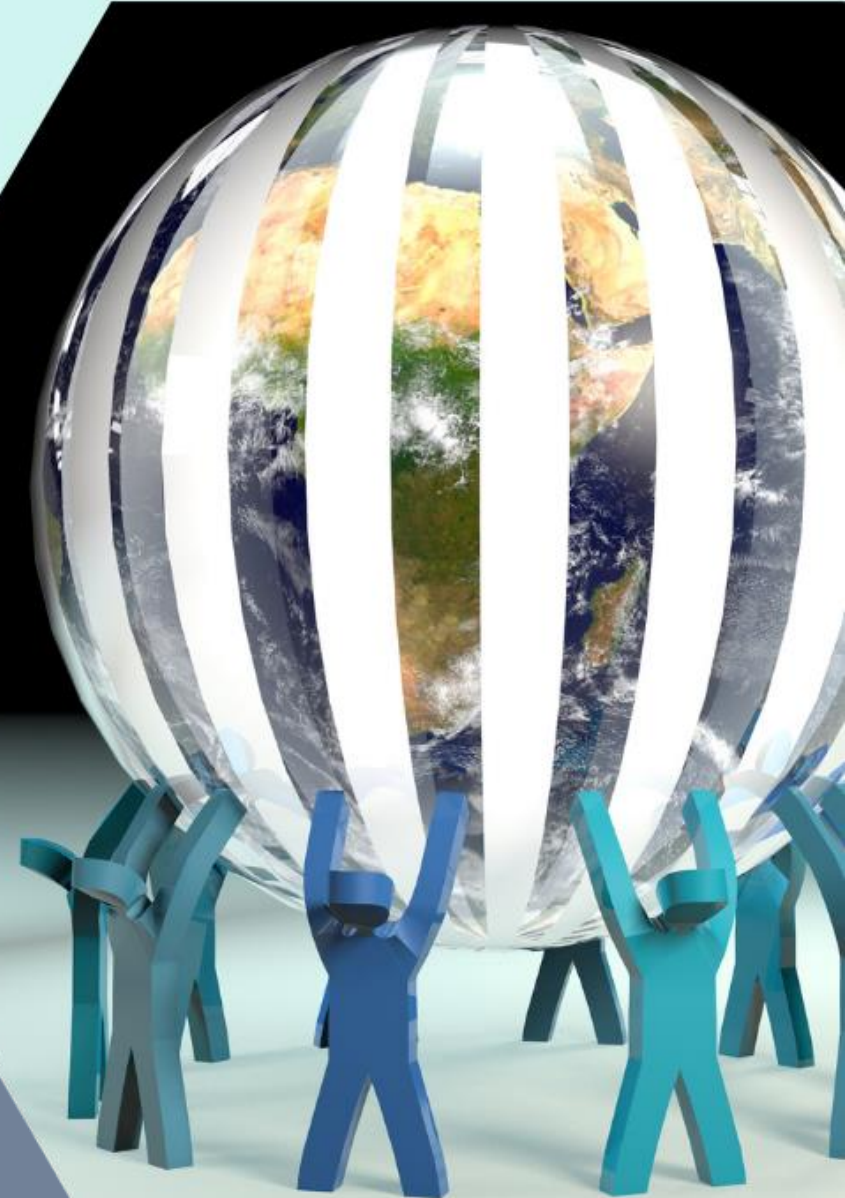


The Leadership Challenge Program

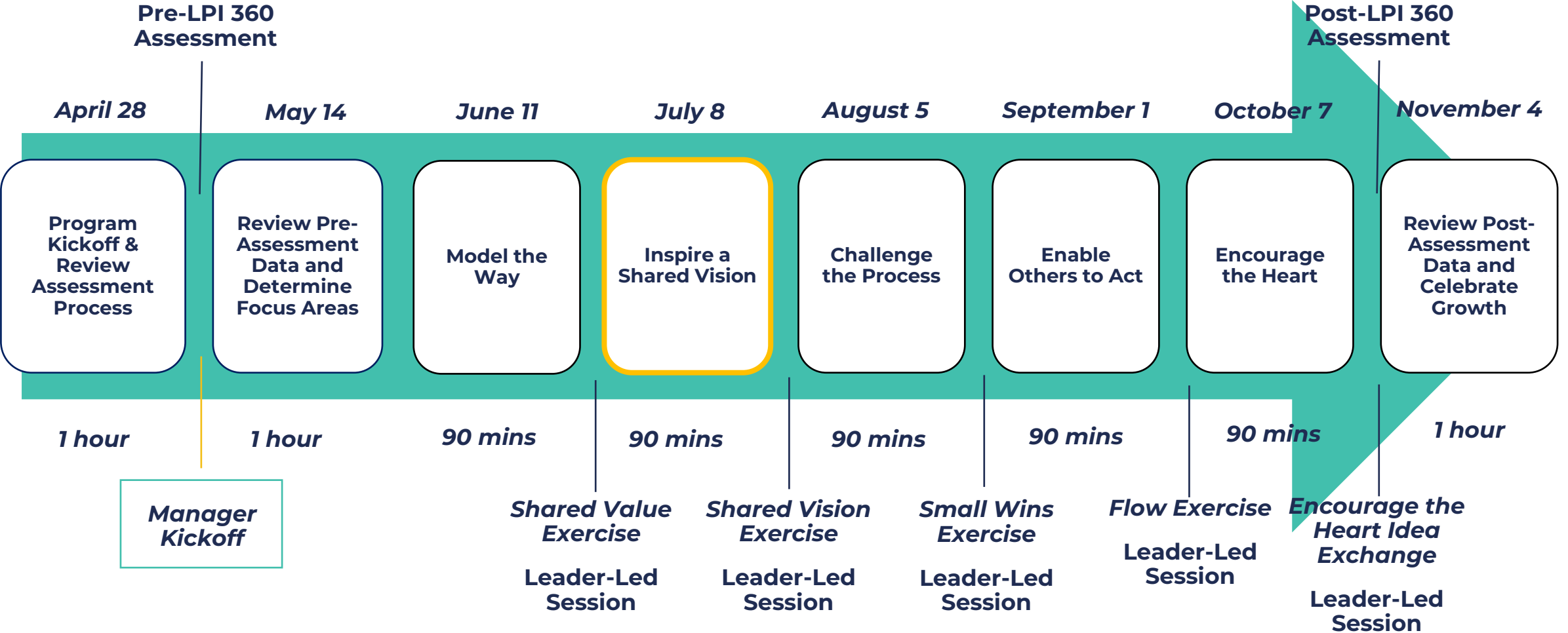
Inspire a Shared Vision

AP Cohort 1

HRD*
A LEADERSHIP DEVELOPMENT COMPANY



AP Region 1 Development Process



Participants will also work with an accountability partner (from the cohort) and engage in application exercises throughout the process.

Icebreaker

What is YOUR vacation of choice?

Beach, mountains, safari, or forest/wilderness vacation?



Inspire a Shared Vision – Objectives:

- ❑ Understand the components of a compelling vision
- ❑ Express your image of the future
- ❑ Inspire others to share a common vision

Your Action Items for Today

- Share your core values with your team and/or a trusted person.
- Read the “Inspire a Shared Vision” chapters in the *Leadership Challenge* hardback book.
- Meet with your accountability partner.

Group Discussion: Action Items

- How did it go when you shared your core values with your team and/or a trusted person?
- What is one example of your Values in Action? (from the exercise on p. 61 in your workbook)





“Call it what you will—vision, purpose, mission, legacy, dream, aspiration, calling, or personal agenda—the intent is the same.

If you are going to be an exemplary leader, **you have to be able to imagine a positive future.”**

– Kouzes and Posner



Plot Your Inspire a Shared Vision Feedback

- ☐ Use the chart to plot your Self & Observer scores for each behavior in this practice.
- ☐ Place a “check” next to the behavior if it is one of the 2-3 you want to focus on.
- ☐ Add your initial reactions in space provided on P. 73 of the participant guide.

Inspire a Shared Vision Behaviors

2. I talk about **future trends** that will **influence** how our work gets done.

7. I describe a **compelling image** of what our future could be like.

12. I appeal to others to share an exciting **dream** of the future.

17. I show others how their **long-term interests** can be realized by enlisting in a **common vision**.

22. I paint the “big picture” of what we **aspire to accomplish**.

27. I speak with **genuine conviction** about the higher **meaning and purpose of our work**.



**What keeps you from demonstrating
these behaviors?**

**What opportunities are there for you to
demonstrate them more often?**

Focus on the Toothbrush







The eyes see what the
brain believes.

The secret of change is to focus all of your energy, not on fighting the old, but on *building the new*.

~ Socrates

Definition of a Vision

A Vision is an ideal and unique image of the future for the common good.

Mission v. Vision



Why do we exist?



What is the future state?

HRD Mission v. Vision

Mission (Why do we exist?)

We equip leaders to BE the BEST of themselves and GET the BEST of the people they serve.

Vision (What is the future state?)

We are changing the world, one leader at a time.

Sample Vision Statements

- ❑ **Alzheimer's Association:** A world without Alzheimer's disease.
- ❑ **Teach for America:** One day, all children in this nation will have the opportunity to attain an excellent education.
- ❑ **Microsoft (at its founding):** A computer on every desk and in every home.
- ❑ **Australia Department of Health:** Better health and wellbeing for all Australians, now and for future generations.

**Reflect on the following questions.
Capture your answers in your workbook, pg. 84-85.**

Ideal	What possibilities exist for your team and the work that you do?
Unique	What is unique about the work that your team does?
Image	What images comes to mind when you think about the work your team does?
Future	What does the future look like for your team five to ten years from now?
Common Good	How do your team's shared values support your future vision?

Breakout Groups: What are the themes from your reflection on these questions?

Ideal	What possibilities exist for your team and the work that you do?
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Paris

Tuva

Envision the Ideal and Unique Future

Take ALL the info you now have...

- Your prompts for each component of the definition of vision
- The sample vision statements
- What you now know about imagery, etc.

...and craft a Vision Statement for your team.

Sample Vision Statements

Emergency Vet: Every animal that comes through our doors goes home with its family.

SafeTrust Cybersecurity Team: We are the Marvel Universe of Safetrust's IP.

Vision-Sharing

Share your Vision with the group.

As you listen to others' vision statements, think of the 5 components and offer feedback where necessary to ensure their vision is inspiring!



What Constituents Expect of Leaders:

Characteristics of Admired Leaders:

Honest

Competent

Inspiring

Forward Looking

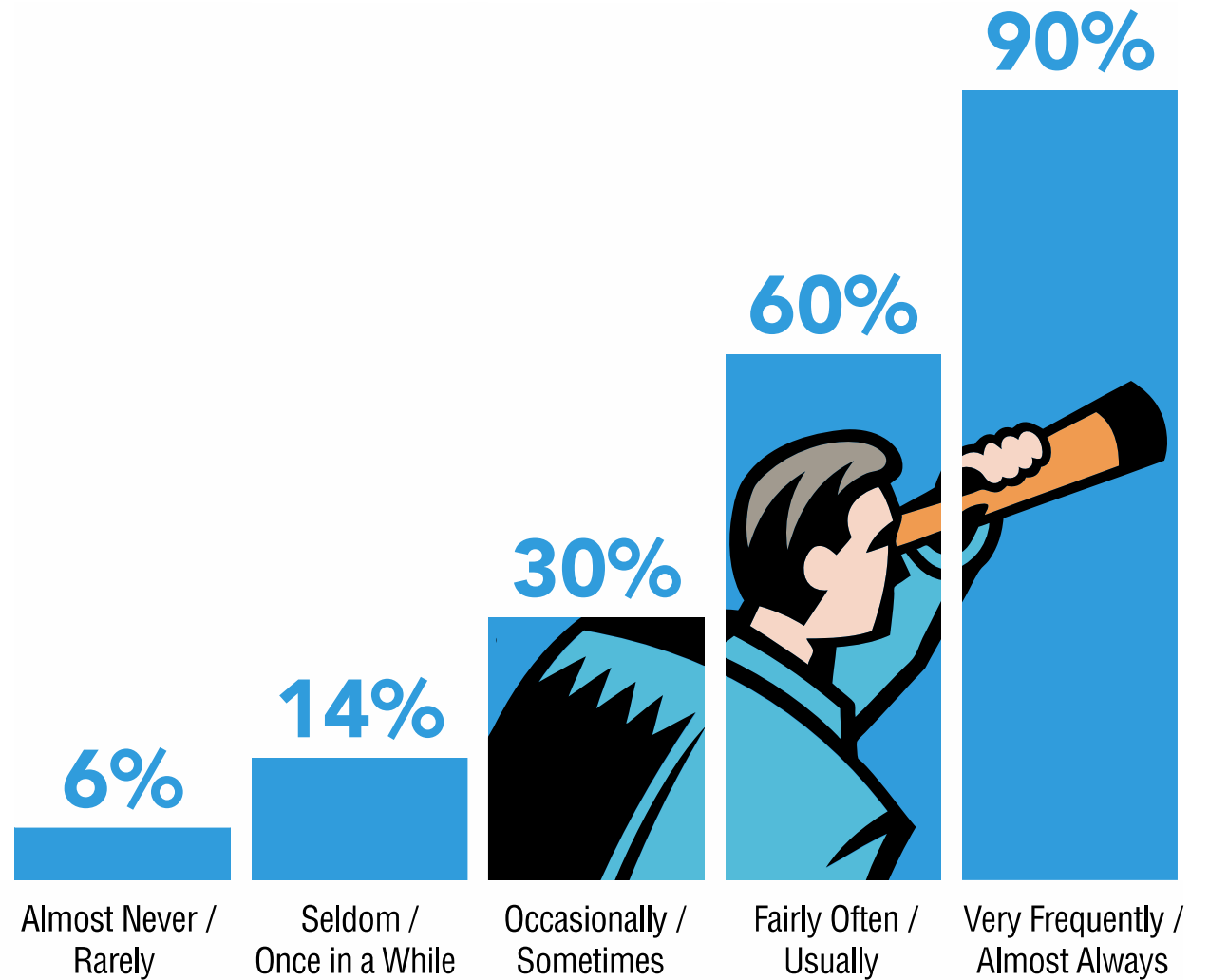
Components of Source Credibility:

Trustworthiness

Expertise

Dynamic

% OF DIRECT REPORTS WHO AGREE
THEY ARE MAKING A DIFFERENCE



LEADER SHOWS OTHERS THAT THEIR
LONG-TERM INTERESTS CAN BE REALIZED
BY ENLISTING IN A COMMON VISION

**PROGRESS
NOT
PERFECTION**

Your Action Items

- ❑ **Finalize** your Vision Statement.
- ❑ **With your Accountability Groups, discuss:** Where can you find opportunities to communicate your vision more often? (Be prepared to report back in our next workshop!)
- ❑ **Share your vision with members of your team! Get their feedback.**
- ❑ Read the Challenge the Process chapters in your *Leadership Challenge* book.



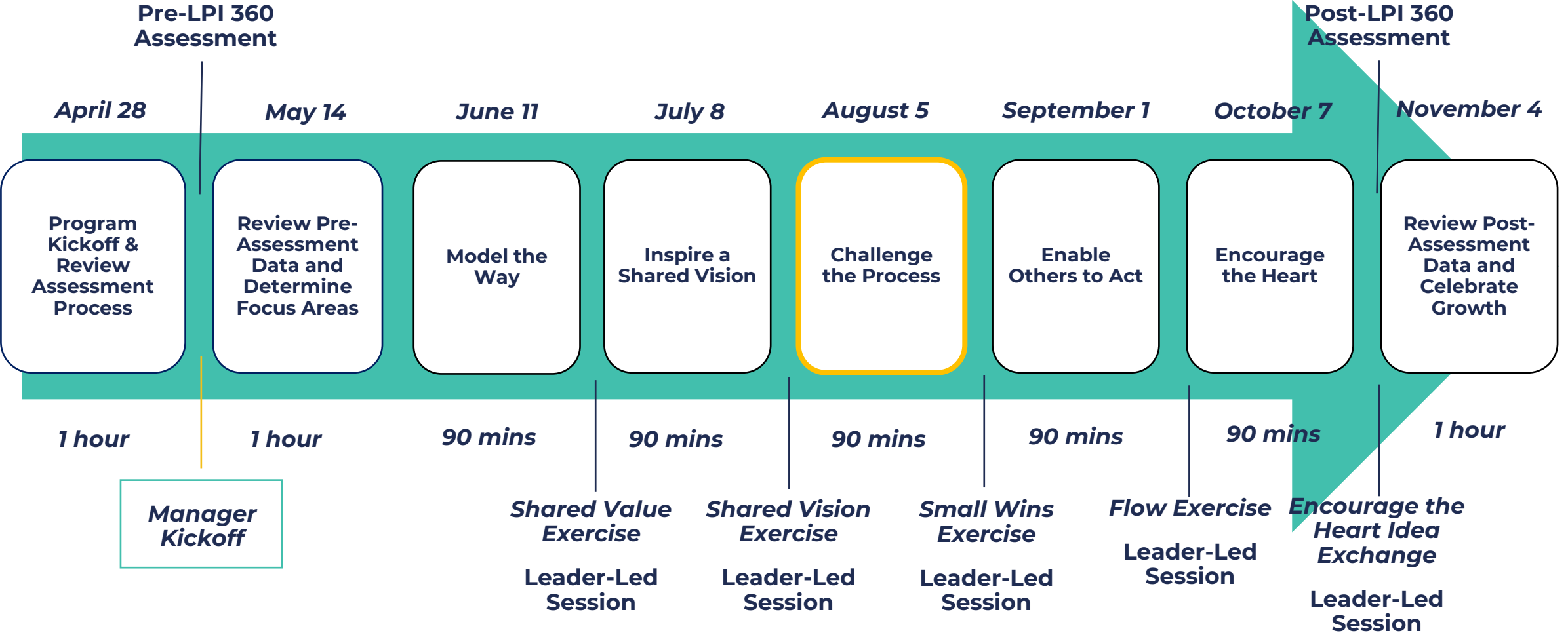
Feedback is a Gift!



Questions?



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