LEADERSHIP VISION

Do you have a leadership vision that is bold and compelling to you, one that you are energized to bring to your team?

Here’s what a compelling leadership vision needs to include --

1) A strategic goal that identifies a central challenge to the organization and your team, with a specific timeframe that serves that organizational strategy. This goal emboldens you to strive for excellence even as it stretches your team’s current abilities.

2) Specific measurable results so you know when you have achieved the vision.

3) Specific ways your team will have to interact differently with each other, with you, with their directs, other departments -- in other words, with whomever is necessary to get the job done.

4) You have named the specific leadership interactions you are committed to in order to ensure success.

5) Any critical team cultural shifts that need to be made to achieve the vision.
LEADERSHIP VISION SURVEY

How would you rate your current leadership vision? These items are matched to the descriptions from the previous page. To be a “6” you would know with certainty that you have addressed the area and are clear about it, committed to it, and energized by it.

1) You have **not identified** your organization’s challenge and/or it **doesn’t embolden** you.  
You’ve clarified your organization’s challenge and it **emboldens** you.

2) You have **not identified** the measurable results.  
You’ve identified the measurable results.

3) You have **not outlined** how your team will have to relate differently.  
You can outline how your team will have to relate differently.

4) You are **not committed** to specific leadership actions.  
You have identified your specific leadership actions.

5) You are **not clarified** to a culture shift that needs to be made.  
You have clarified a culture shift that needs to be made.
UNDERSTANDING YOUR SURVEY RESULTS

If you answered --

**Mostly 1s and 2s on all questions:**
Kudos to you for your honesty. But hey, where the heck are you headed? People won’t follow a leader who has no vision. Drop everything and immediately read how you can create a compelling Leadership Vision.

**Mostly 3s and 4s on all questions:**
Okay, so you’re not consistently stellar in this department. You may have some things in place and not others. It’s good that you know it. Become a keen observer of yourself, what you do and do not have in terms of the kind of vision that mobilizes you and has the potential to mobilize your team.

**Mostly 5s and 6s on all questions:**
This is great. You are, for the most part, able to clearly define a vision for yourself and your team. You may want to spend a little extra time ensuring you have all the bases covered.

**All 6s on all questions:**
Congratulations on having a major building block of effective leadership in place. You deserve a ticker tape parade! What, no one’s throwing one for you? Note to self: buy some confetti.

Now that you have assessed where you are, you can enjoy that you already have a Leadership Vision in place, or fill in what you are missing.

This is a vision that includes leadership as an essential ingredient because you will be required to lead your team through some change to achieve the vision. It requires a leadership that is both resolved to see it through (backbone) and connected enough to the team to get their input and involvement (heart).

If you want to create a more complete vision for yourself and your team, you can go to the Store at www.mboExecutiveCoaching.com and get a tool for creating a Leadership Vision that can be completed on one page.