



“Research is pointing to the use of shared visions as the most powerful organizational performance tool available to companies.”

Strategic Execution

Leading Through Vision: A Systems Approach

Workshop Overview

Research is pointing to the use of shared visions as the most powerful organizational performance tool available to companies. Shared visions can be used to unite the company, focus teams and departments, and spur individual performance development and growth. In *Leading Through Vision: a Systems Approach* managers learn the steps to creating a vision, communicating a vision in a way that creates common understanding, creating strategies and action plans for implementing a vision, establishing monitoring tools to ensure consistency between the mental image and its application, and methods for adjusting to address inconsistencies.

Upon completion of the workshop managers are asked to create and implement a vision for a department or team they lead and begin practicing managing through their vision.

Workshop Objectives

1. Managers understand the differences between vision, mission, and strategy and how to link these three leadership tools.
2. Managers understand how to create and communicate visions that empower their organizations and teams to drive towards goals without constant direction from the manager.
3. Managers understand how to help others translate visions into actions and behaviors.
4. Managers understand how to set up monitoring devices to ensure effectiveness.
5. Managers understand how to use behavioral based feedback to manage the achievement of visions.

Take-Home Value for Managers and Their Company

1. Managers understand how to create and manage using a vision.
2. Managers can more easily empower teams and individuals to take ownership of their work, knowing that the creative and unique actions taken by employees are driving towards a shared goal.

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3. Creativity, experimentation, performance improvement, motivation, and renewal are all enhanced.
4. Organizational performance improves as a way of operating rather than a special initiative.

Time Frame

1 day

Post-Workshop Coaching

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: Leading Through Vision: A Systems Approach

Recommended coaching sessions: 2 to 4

Suggested areas of coaching support:

- Coaching support to managers while they attempt to use the tools presented in the workshop to create and manage using a vision for their department or team.

Group Facilitation

Facilitation can be provided to assist managers and their teams in transitioning from mission and purpose statements to visions and in creating strategies and action plans that direct their teams towards realization of the vision.