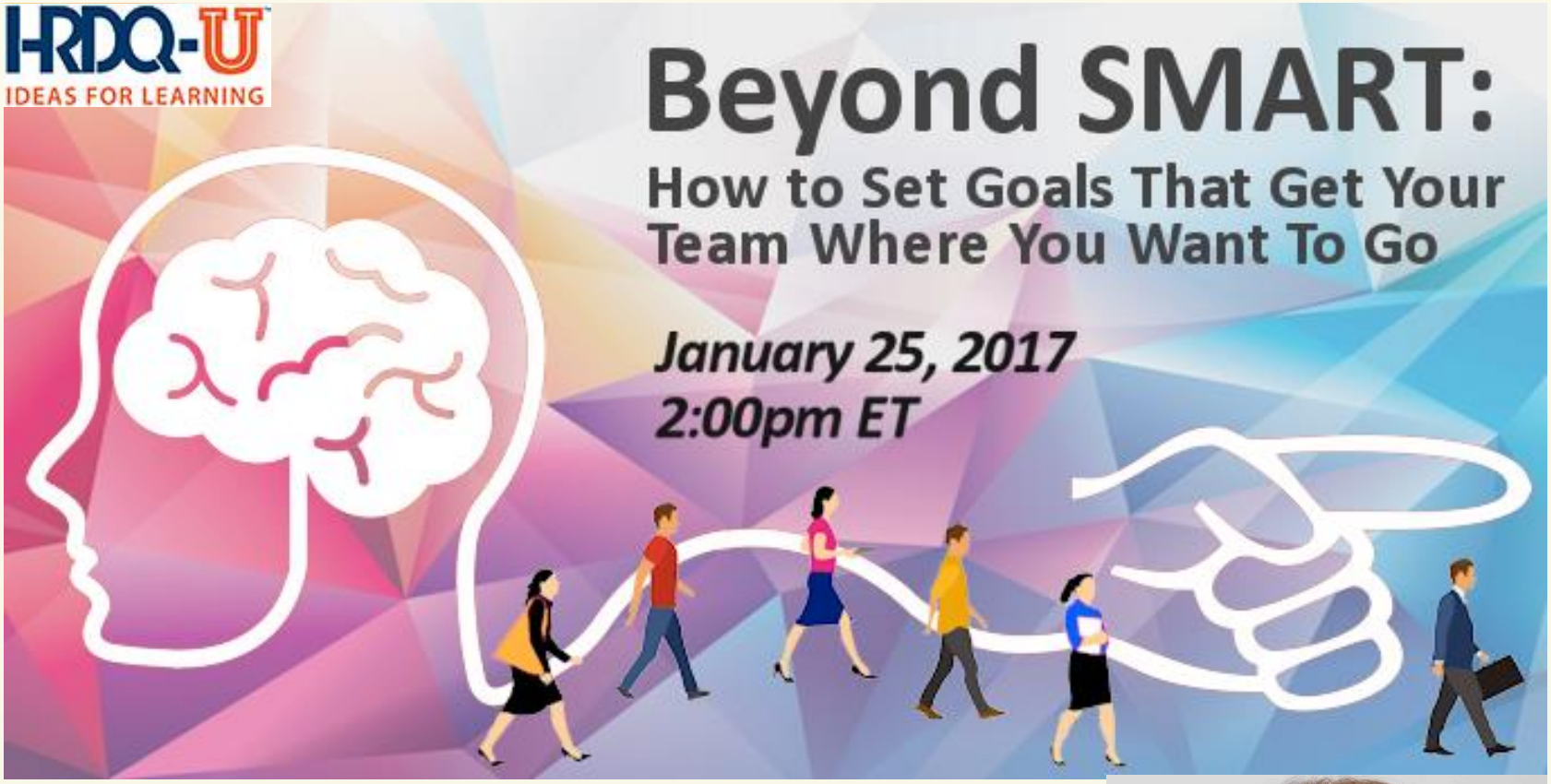

Jesse Lyn Stoner

Co-author, *Full Steam Ahead!: Unleash the Power of Vision*

Seapoint Center for Collaborative Leadership
www.SeapointCenter.com

Our Focus for Today

- How to create an inspiring vision that engages everyone on your team.
- How to set the *right* goals to get where you want to go.
- Guidelines to stay on track – and what to do if you get knocked off-course.

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- Think of a time you were a member of a team that achieved outstanding results and where everyone was proud to be a member.

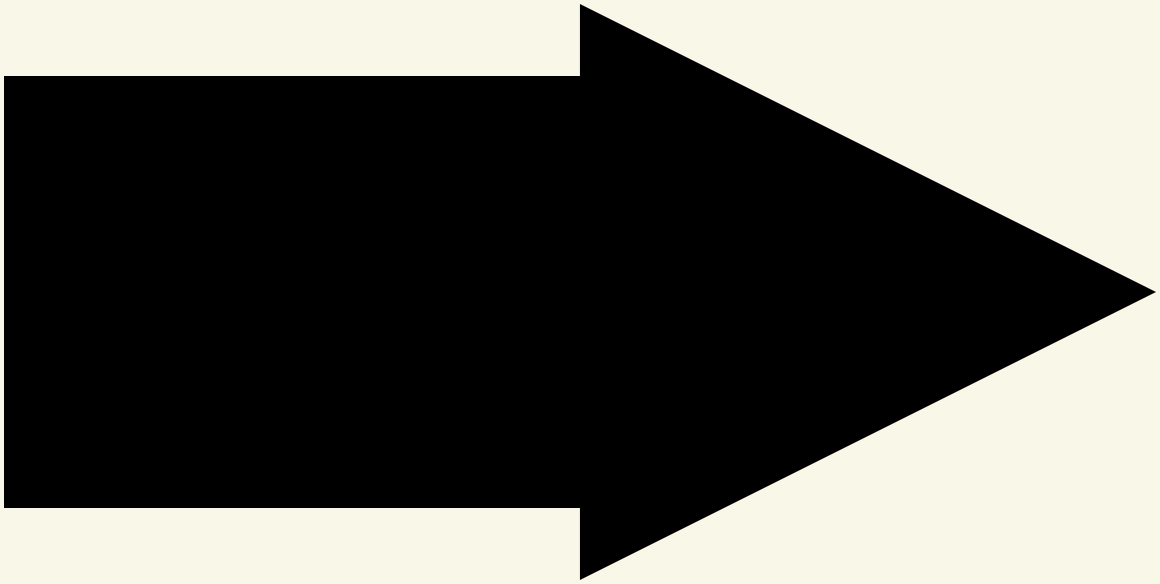
- What were the conditions that were operating that made it such a great team?

What is almost always on the list?

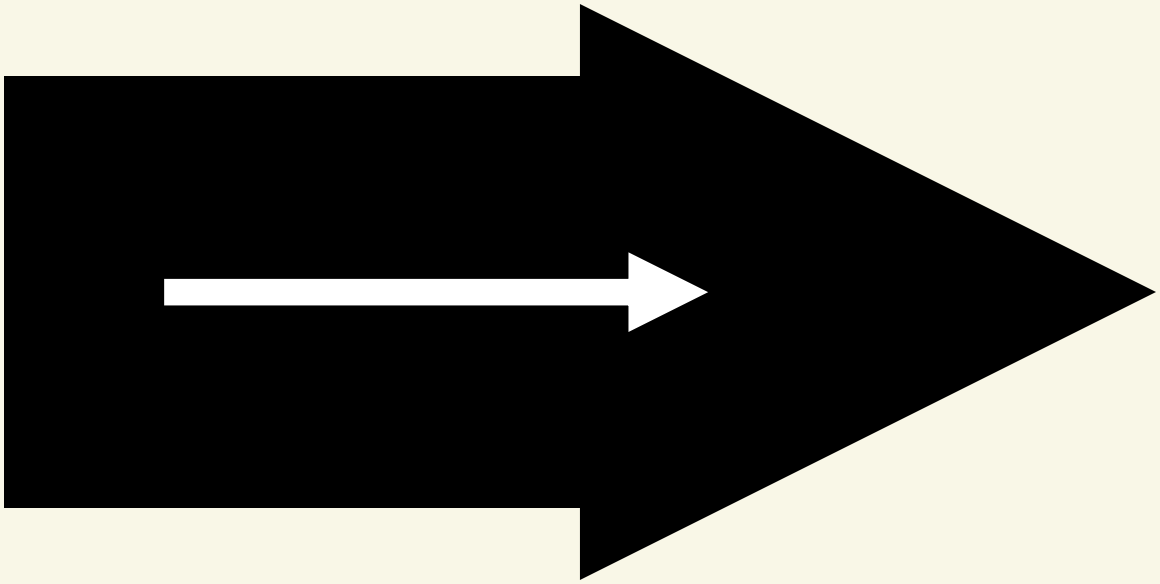
- **Common purpose or goal**
- Everyone played a role
- Respect and appreciation for each other
- Celebrated success
- Strong leadership
- Accountability
- Smooth hand-offs
- Good communication

“If you don’t know where you’re going, it really doesn’t matter what path you take.”

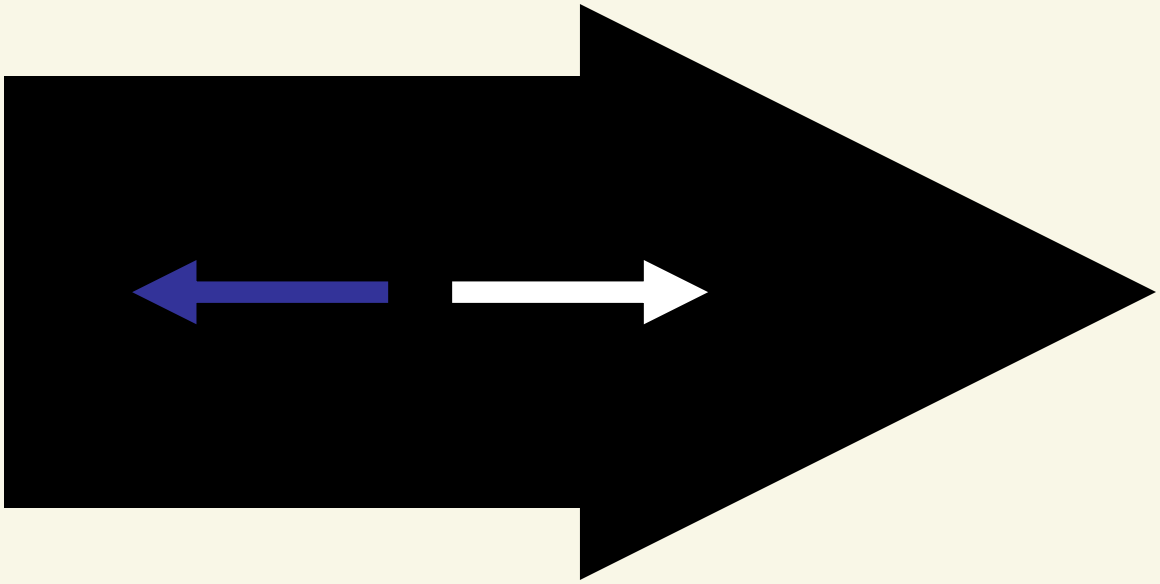
A Team's Direction



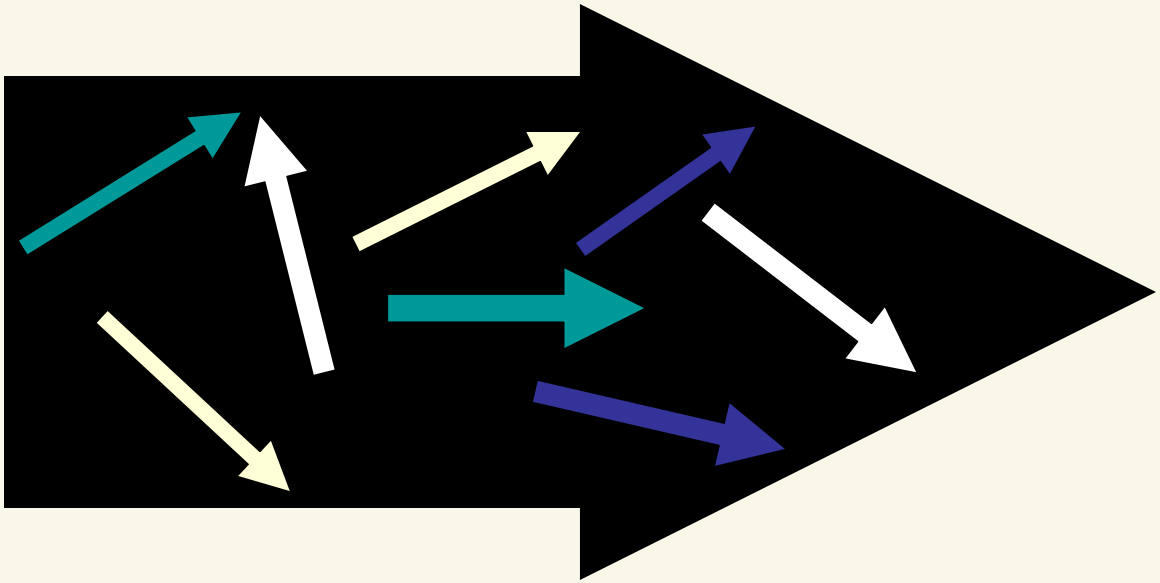
An Individual Whose Goals Are Aligned



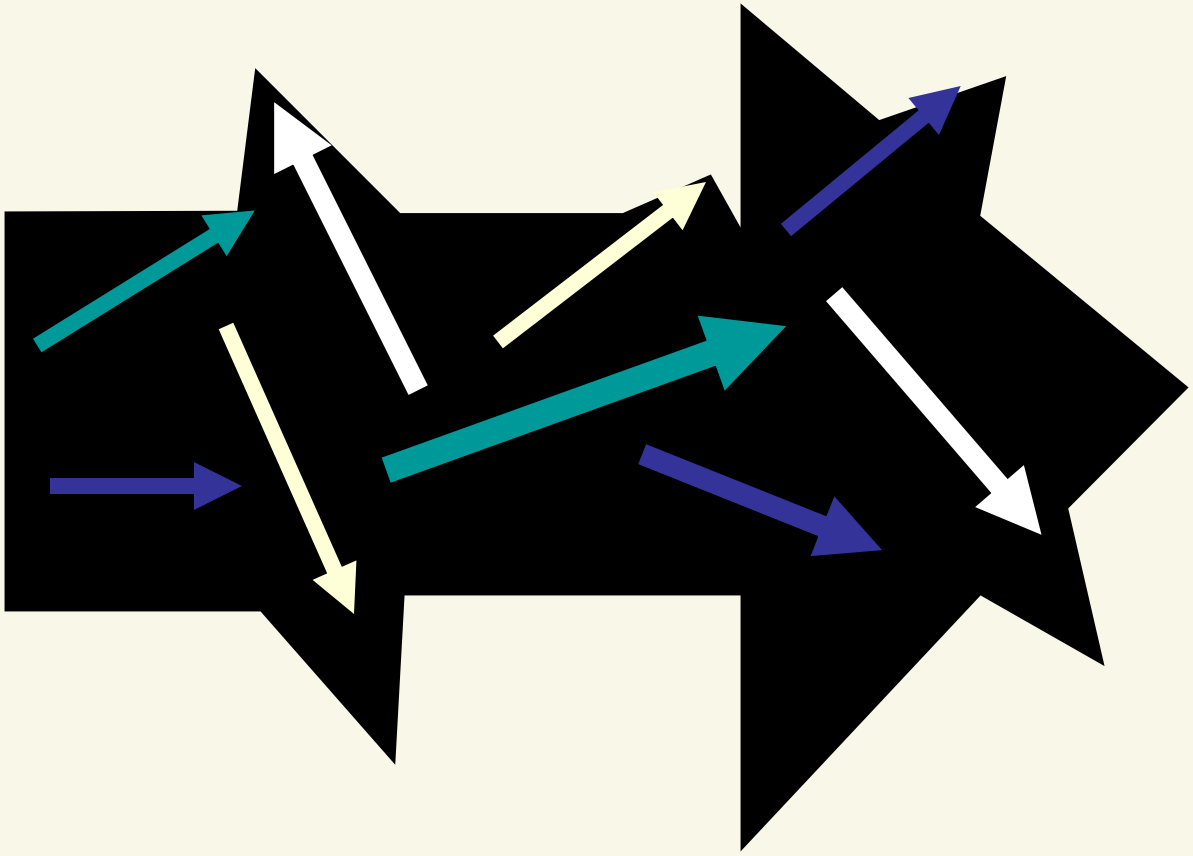
Individuals Whose Goals Are Not Aligned



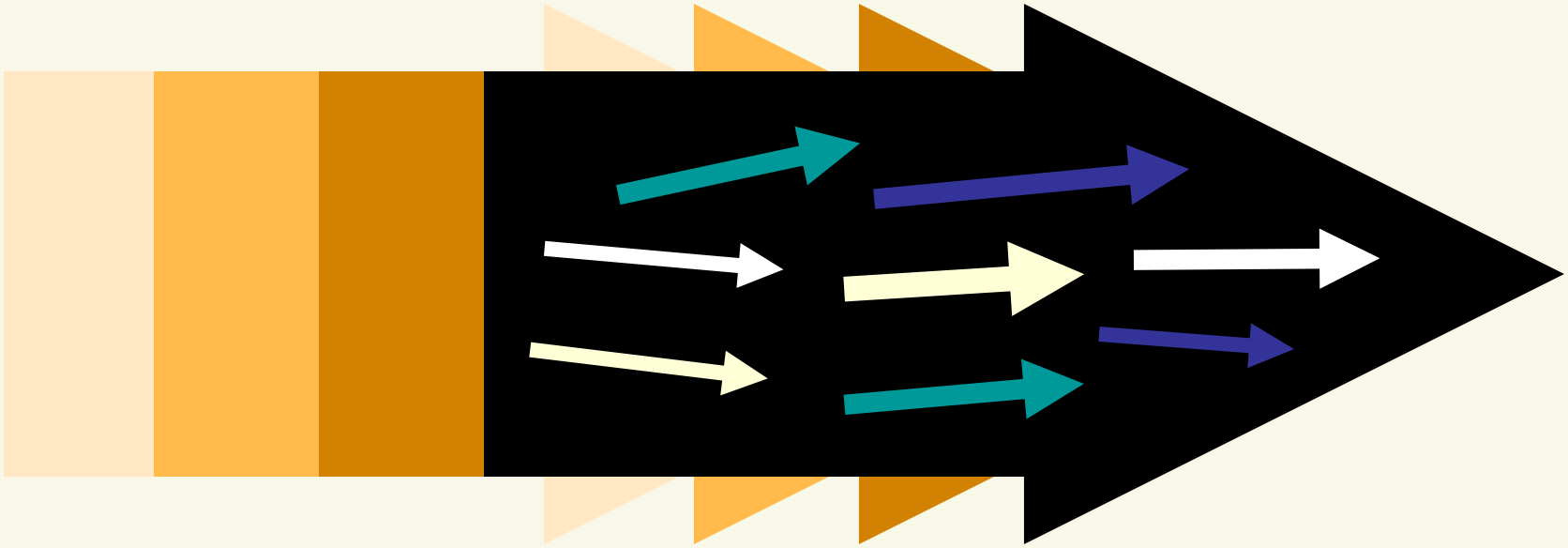
Goals on Most Teams



Empowerment on an Unaligned Team



An Aligned Team



We Have a Vision

It's framed on the wall, or it's filed in my drawer (somewhere).

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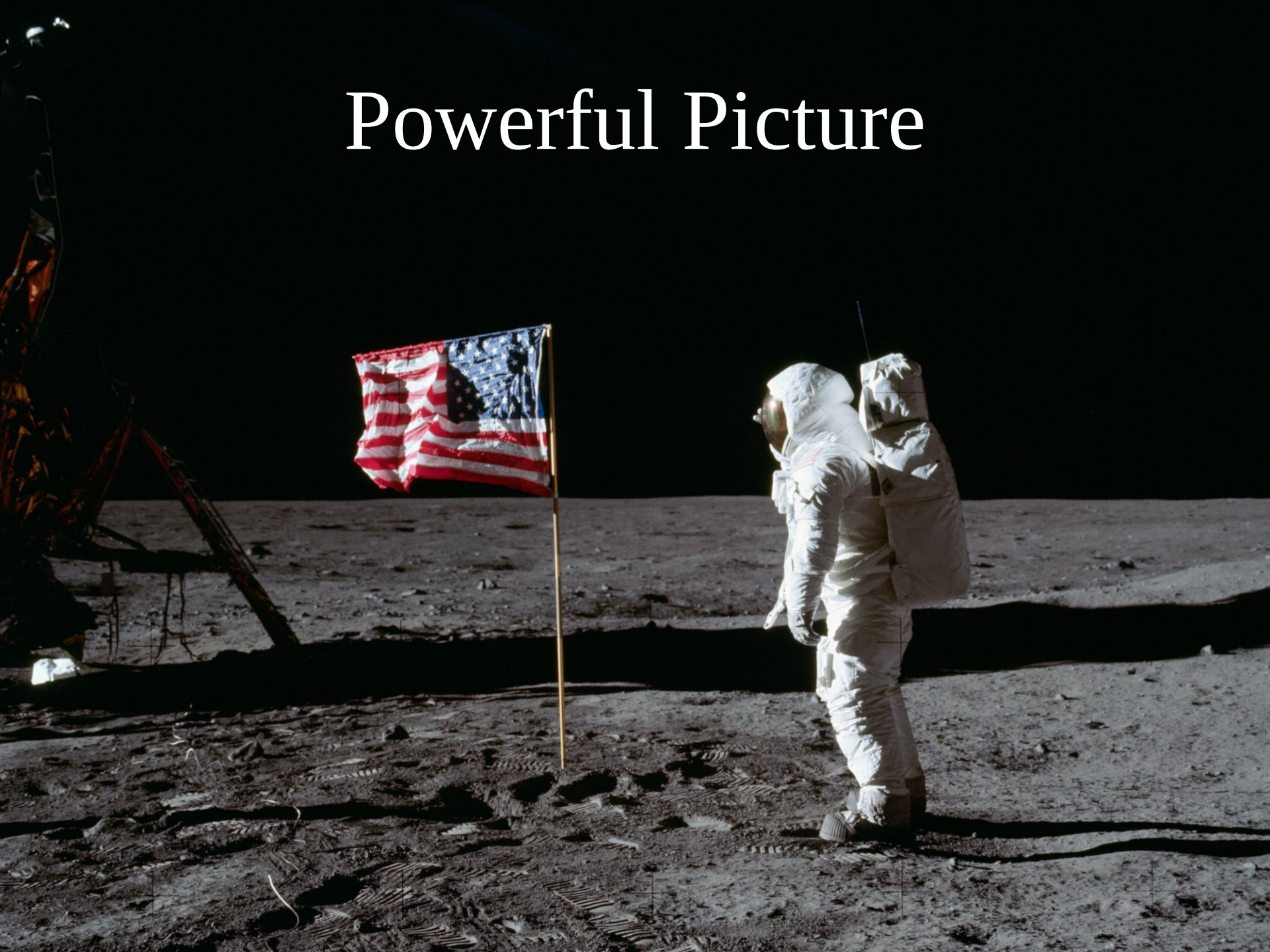
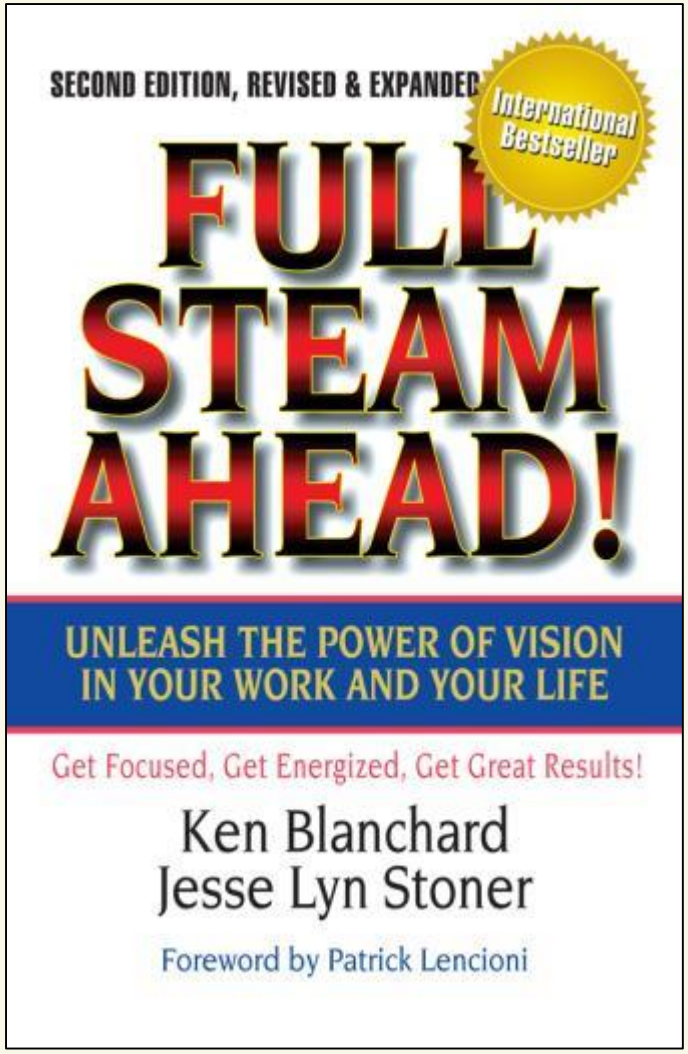
Powerful Picture



Significant Purpose

Connected Values

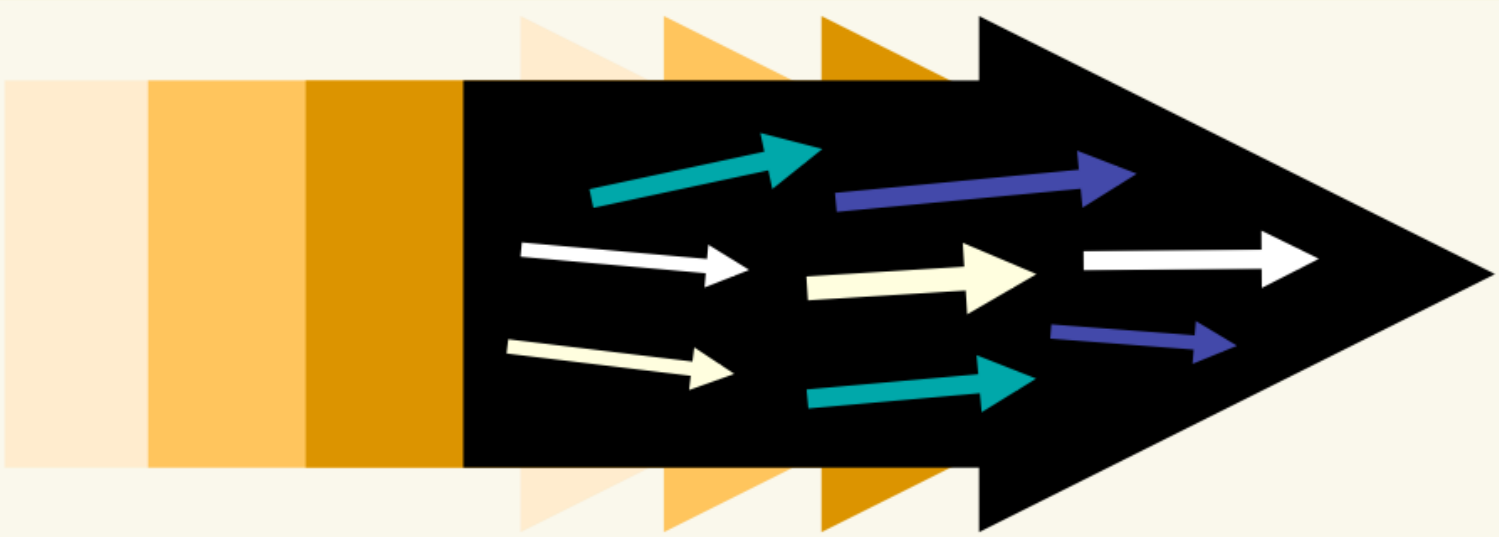
Photo: Horacio Arevalo



"Vision is knowing
who you are,
where you're going, and
what will guide your
journey."

—Ken Blanchard and Jesse Stoner in *Full Steam Ahead!*

How aligned is your team?



“How can our team have a vision when our department doesn’t have one?”

“How can we have a vision when our organization doesn’t have one?”

“How can I have a vision when my boss doesn’t have one?”

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Does Your Team Have a Compelling Vision?

1 = yes
2 = sometimes
3 = no

____ a. Everyone on my team shares the same vision.

____ b. Our vision excites, inspires, and motivates us.

____ c. Our vision helps us understand why our activities are important.

____ d. Our vision creates a clear picture of what we intend to accomplish.

____ e. Our vision guides us when making decisions and identifying priorities.

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Poll: Do You Have a Compelling Vision?

Your Score

a. 14 - 15 Mobilized

b. 12 - 13 Forming

c. 9 - 11 Typical

d. 5 - 8 Unfocused

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How you create it is as important as what it says

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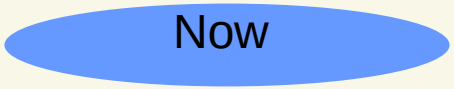
Vision is your destination.

Goals are the milestones.

Vision

Vision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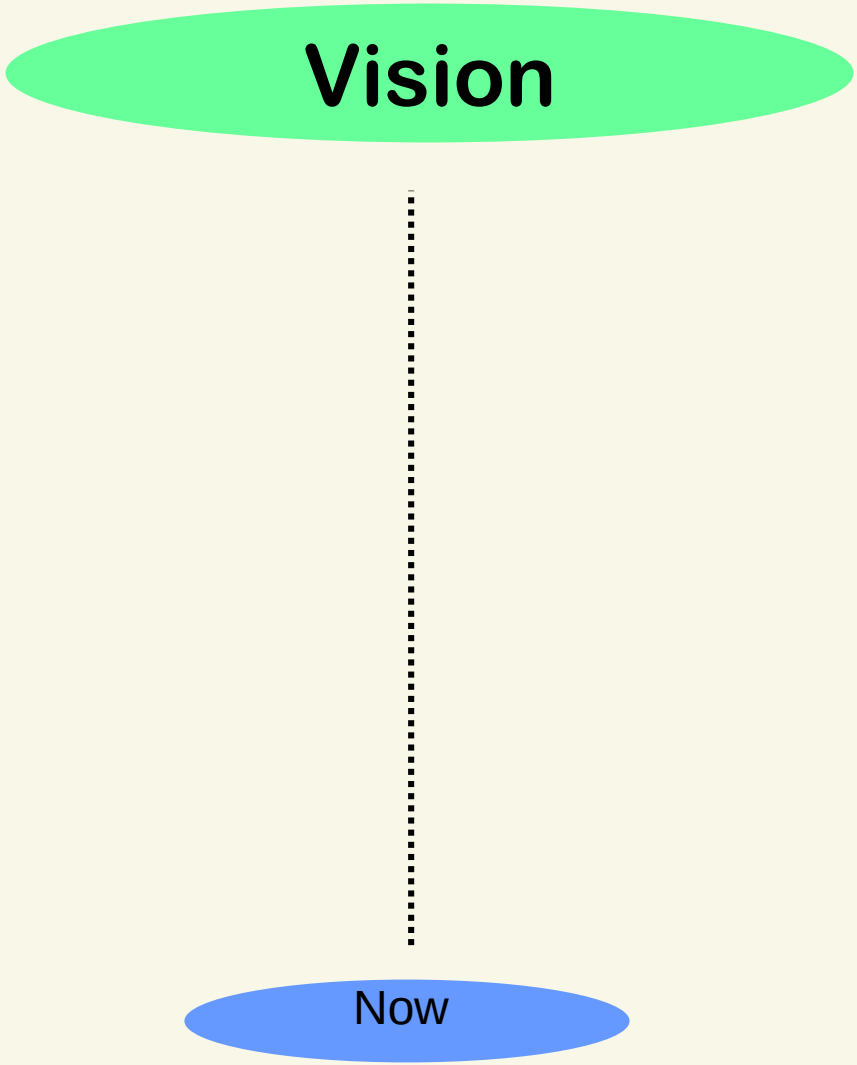
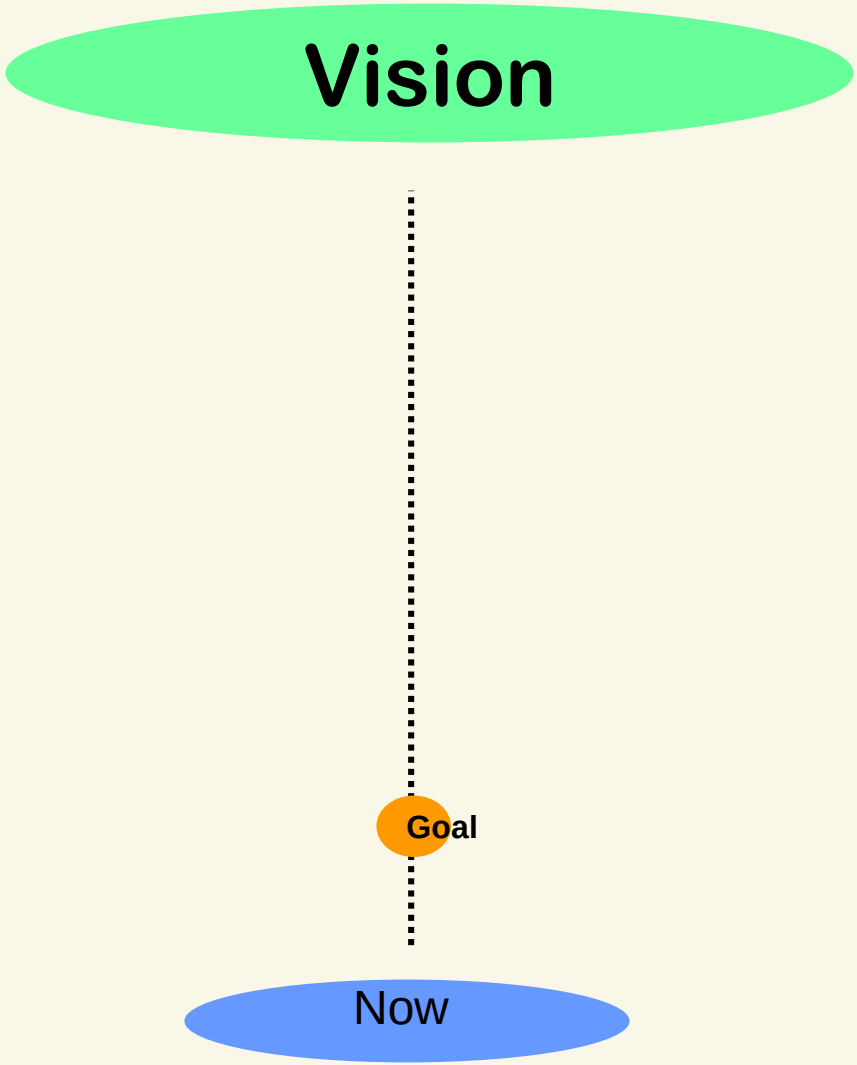
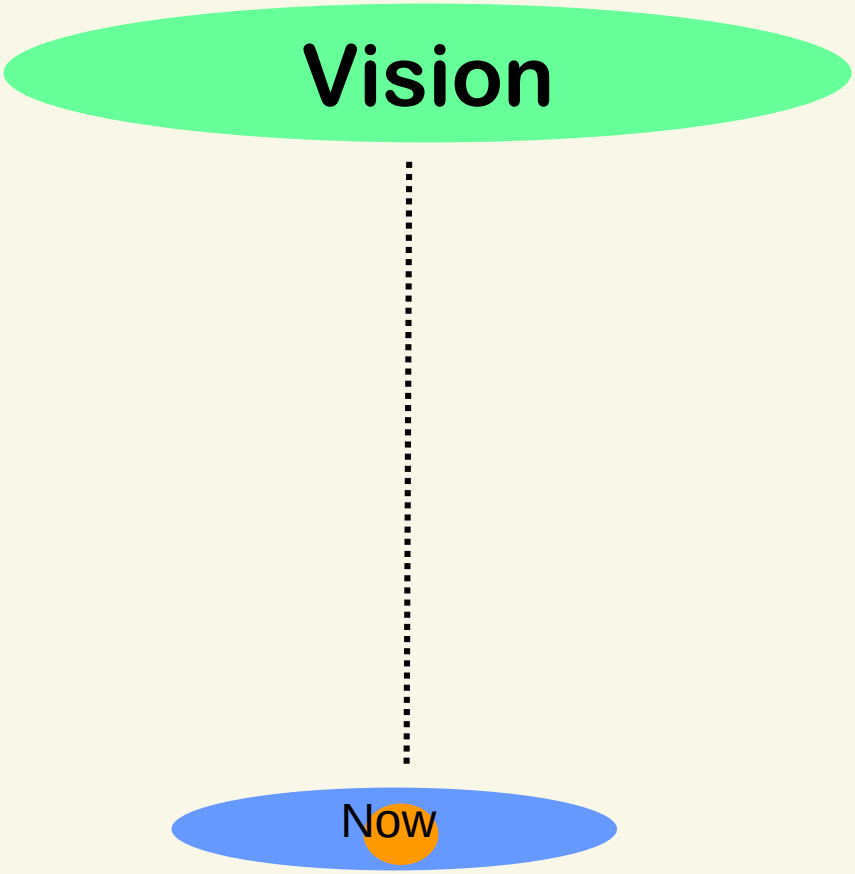

Vision
Now


Vision
Goal
Now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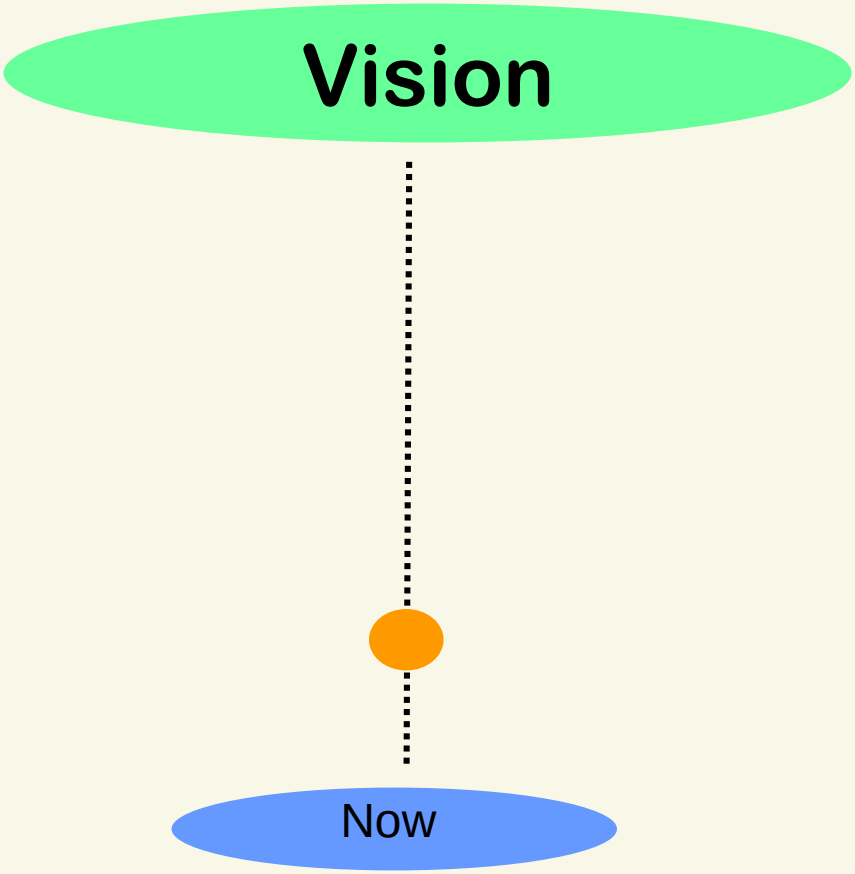
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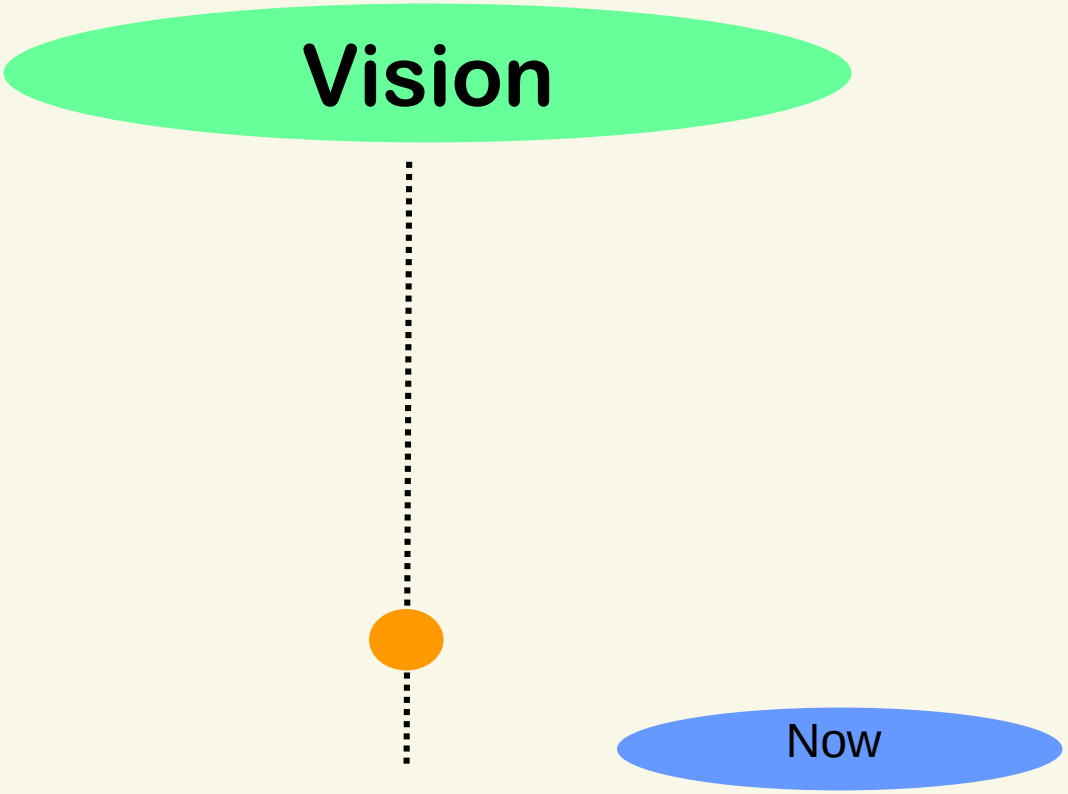
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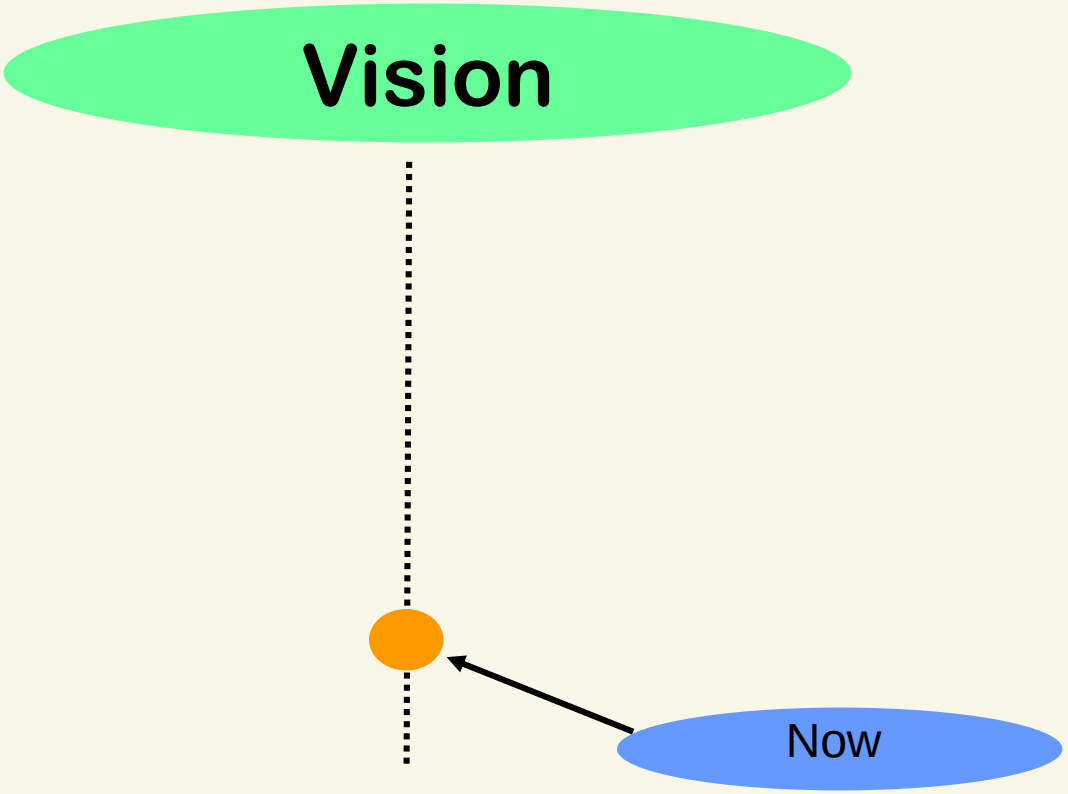
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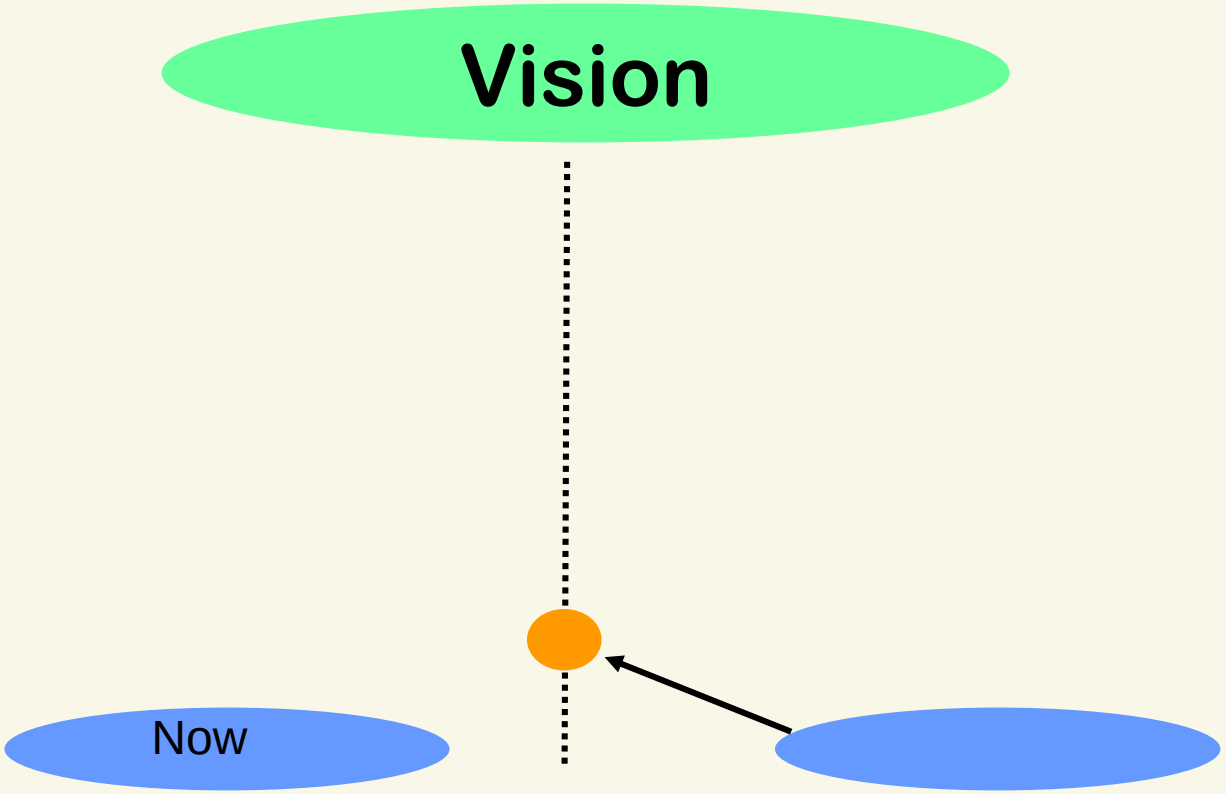
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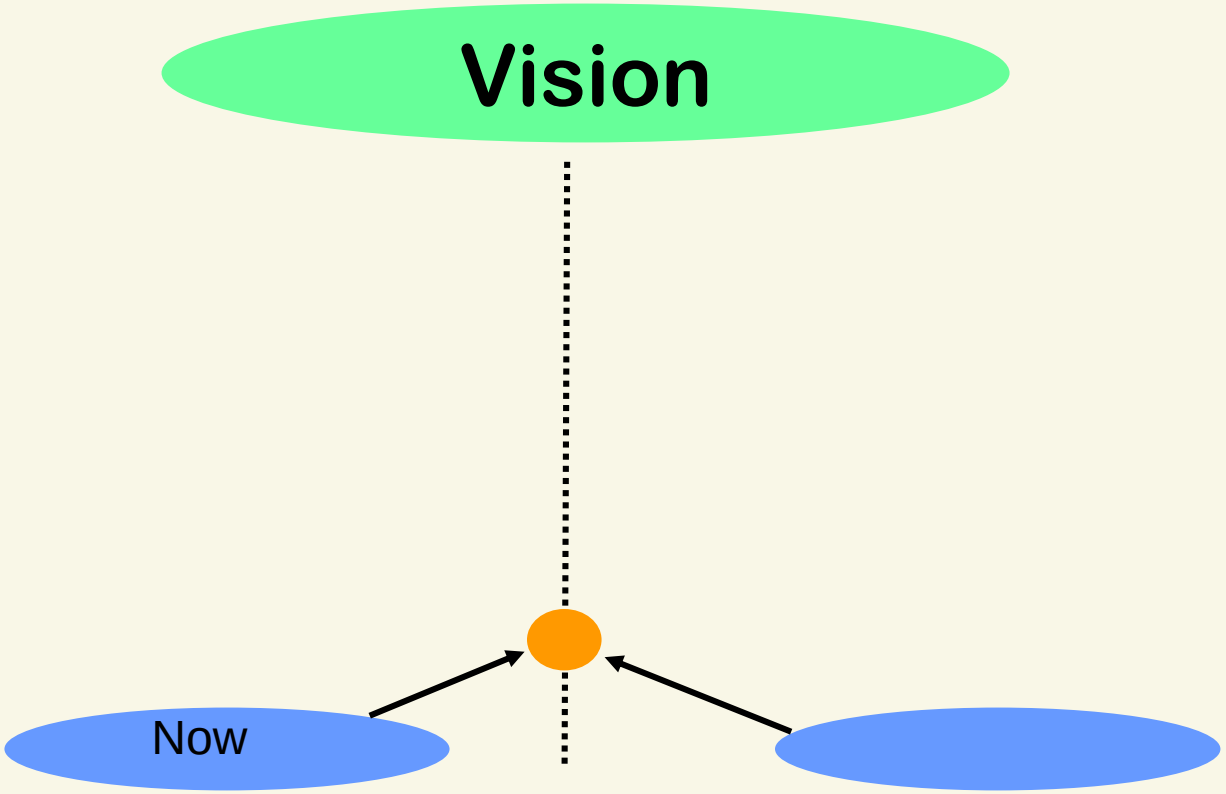
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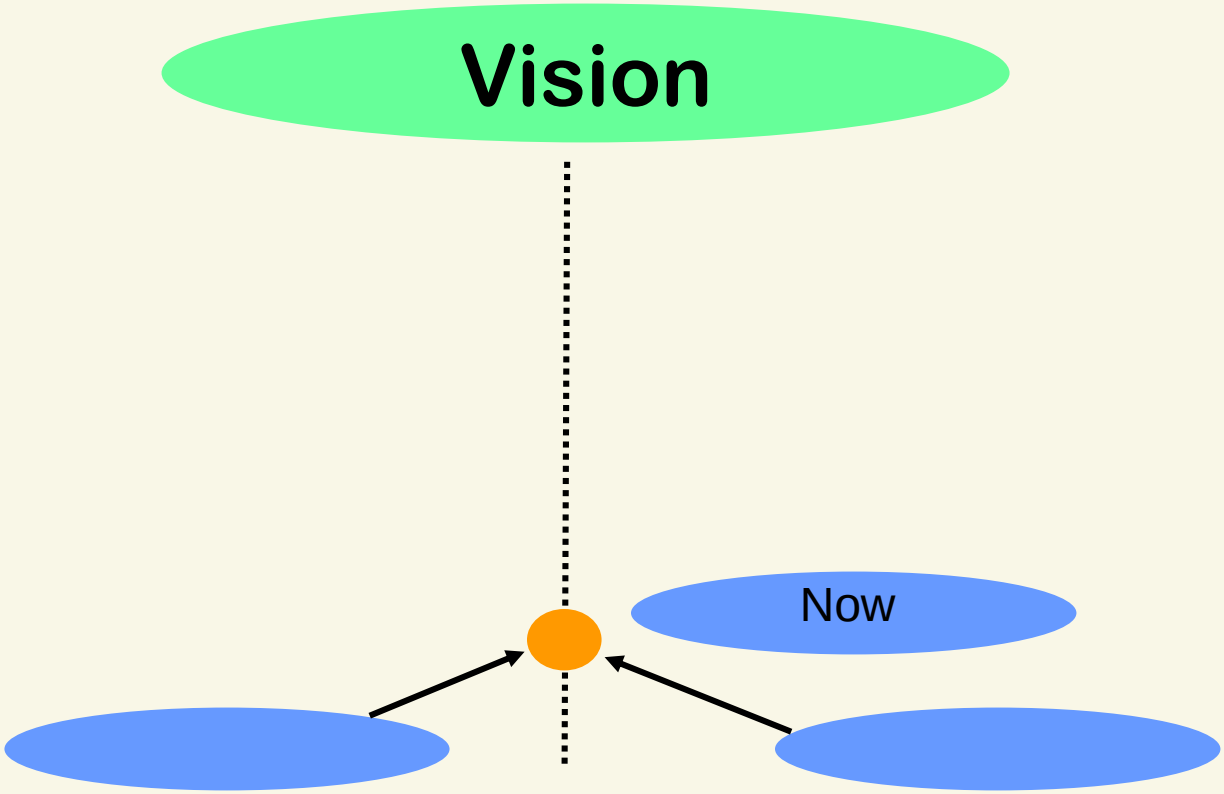
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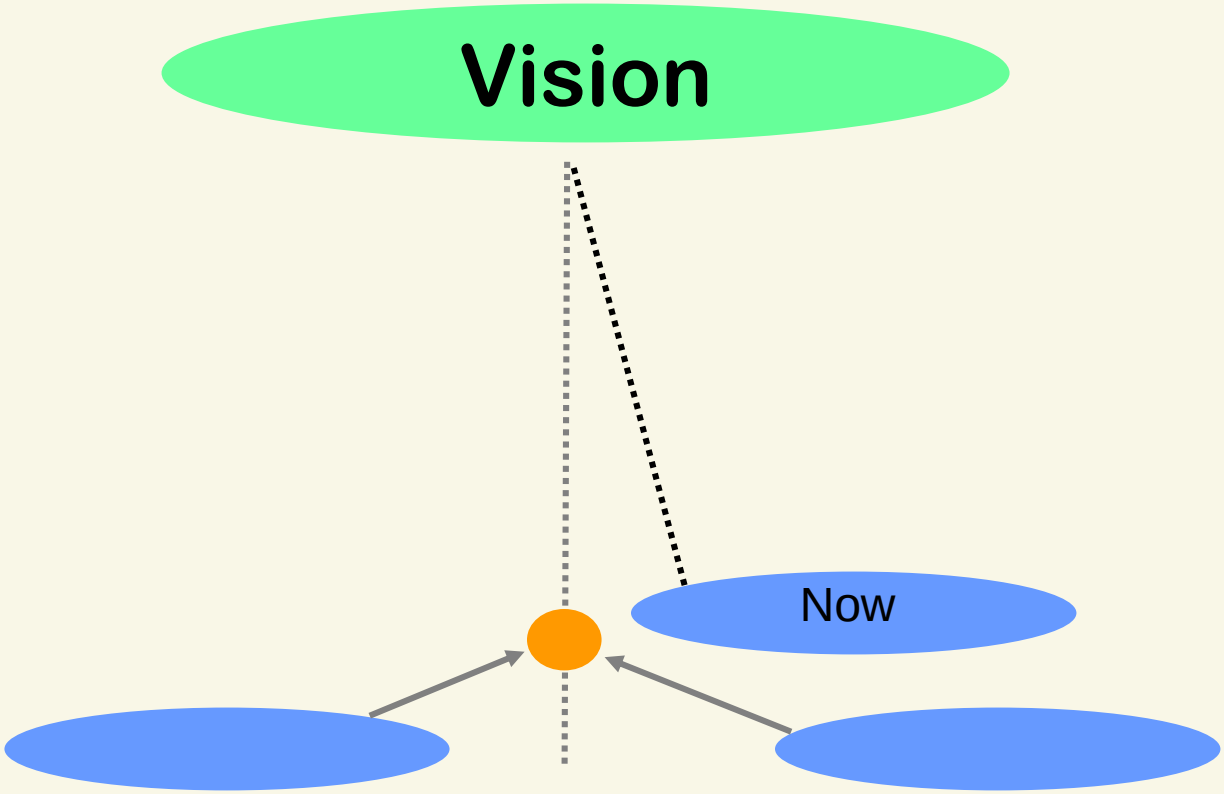
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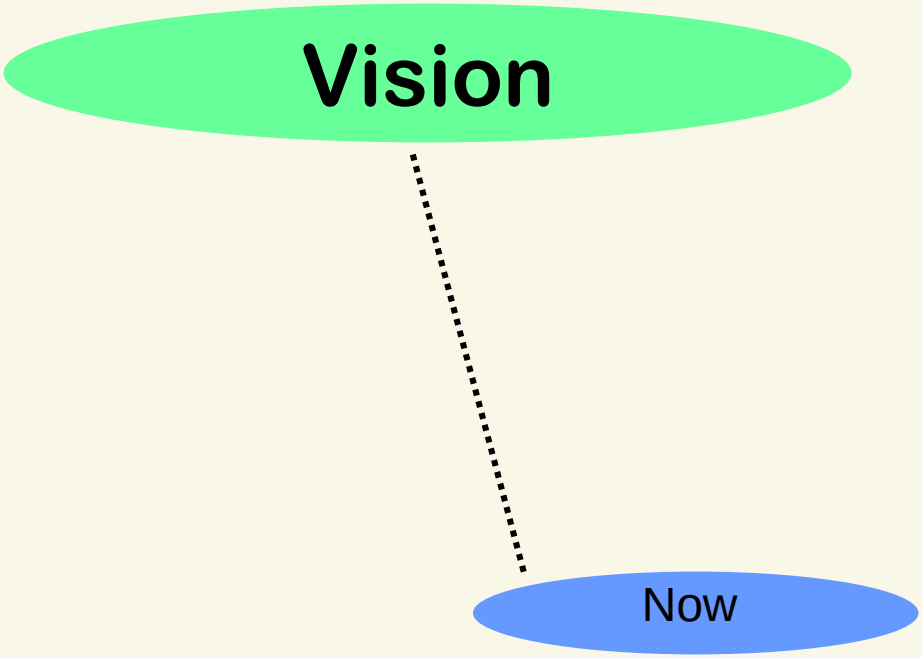
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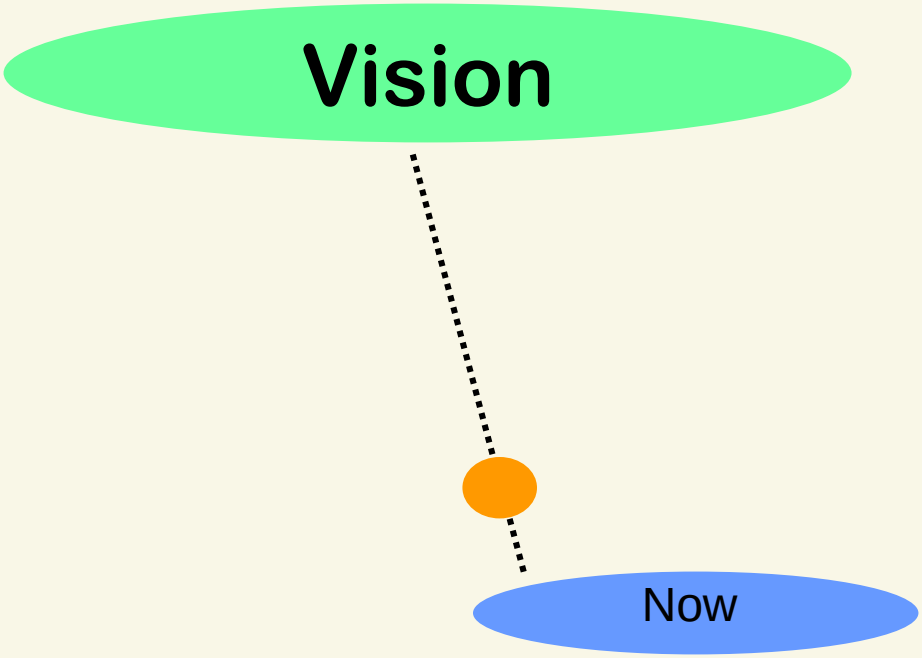
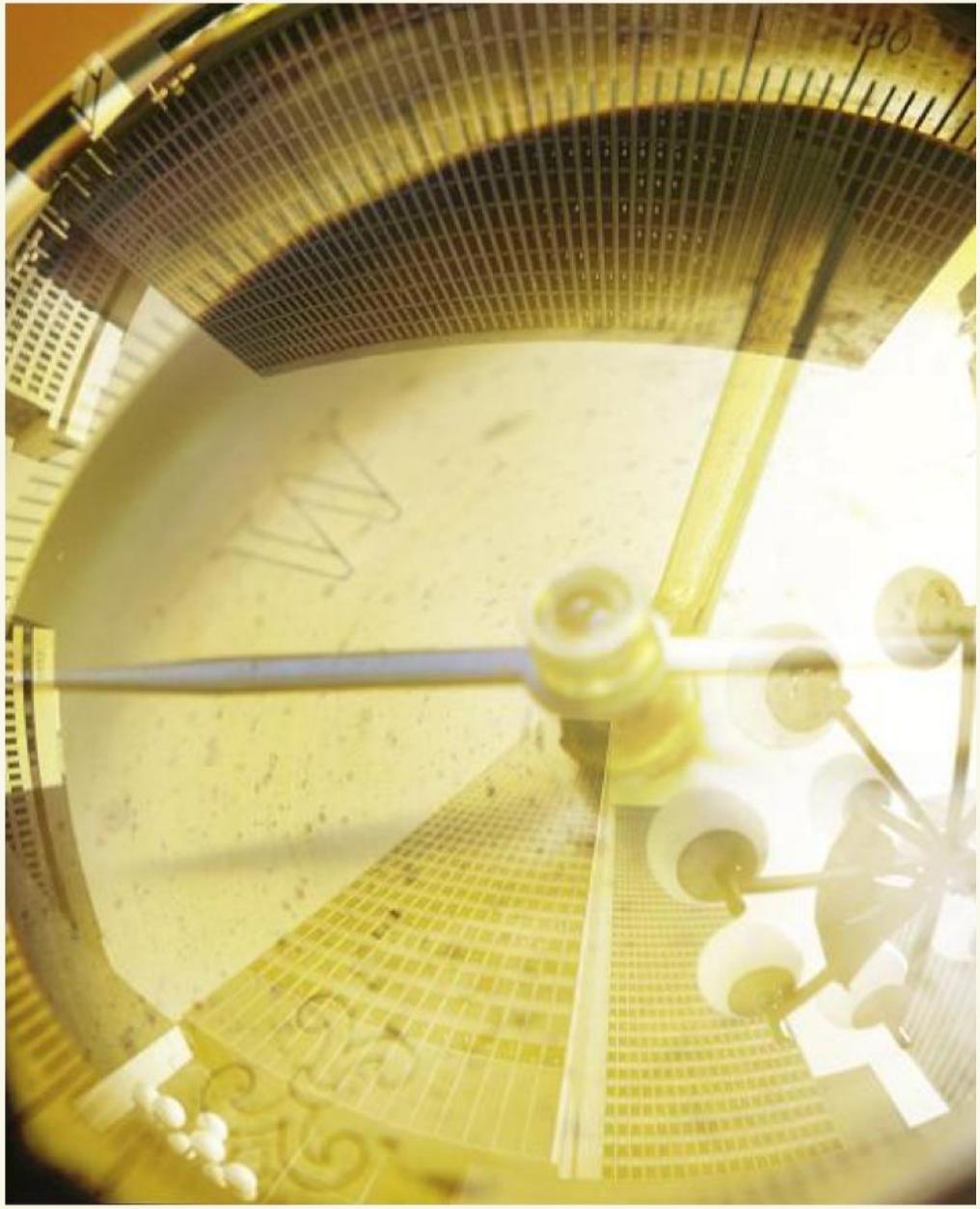

Vision
Now

Guidelines to Stay on Track



Keep your vision in mind when goal-setting.

Tack to your destination.

Make your goals SMART

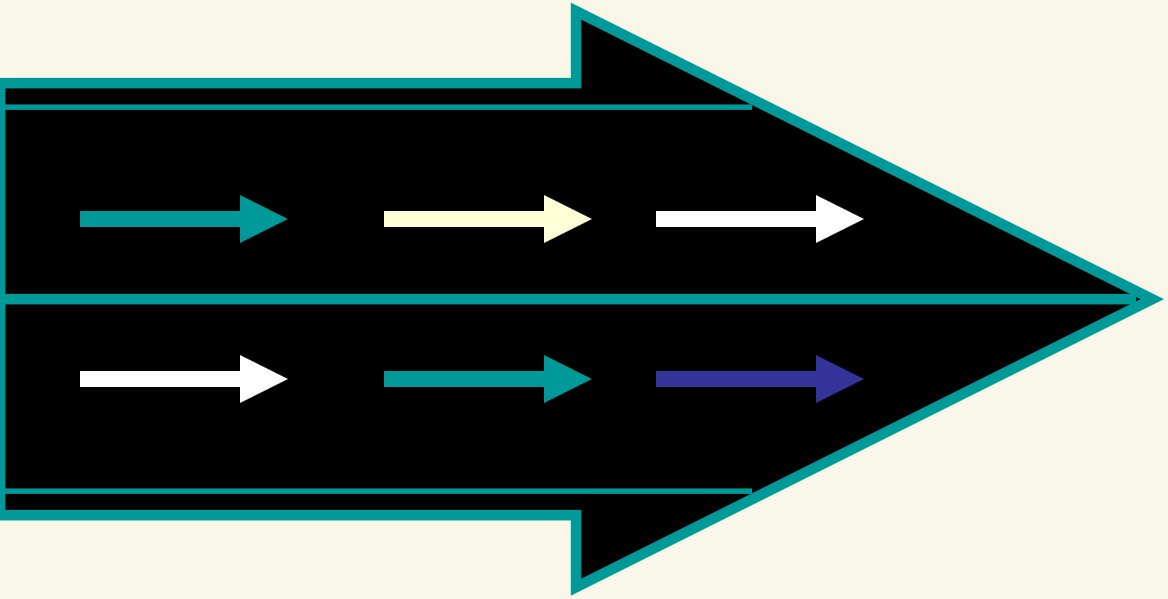
- Specific
- Measurable
- Attainable
- Relevant
- Timebound

Change is inevitable.
Reset your goals if necessary.

Avoid team drift.
Revisit your vision frequently

Recognize and use creative tension.

Align your practices and processes.



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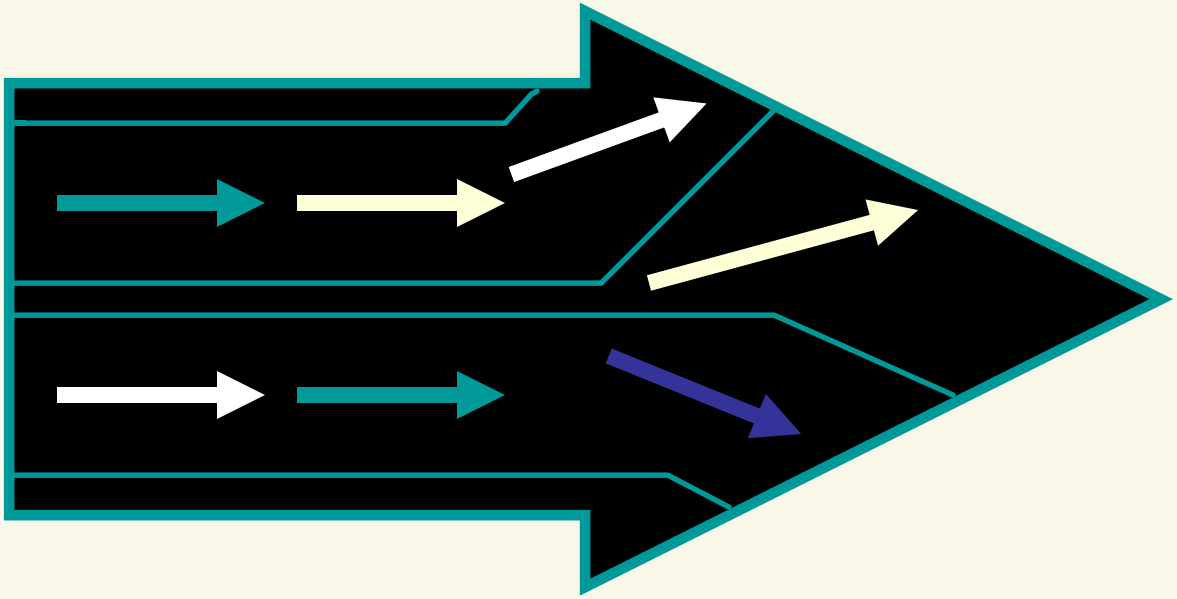
Align your practices and processes.



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The journey is as important as the destination.

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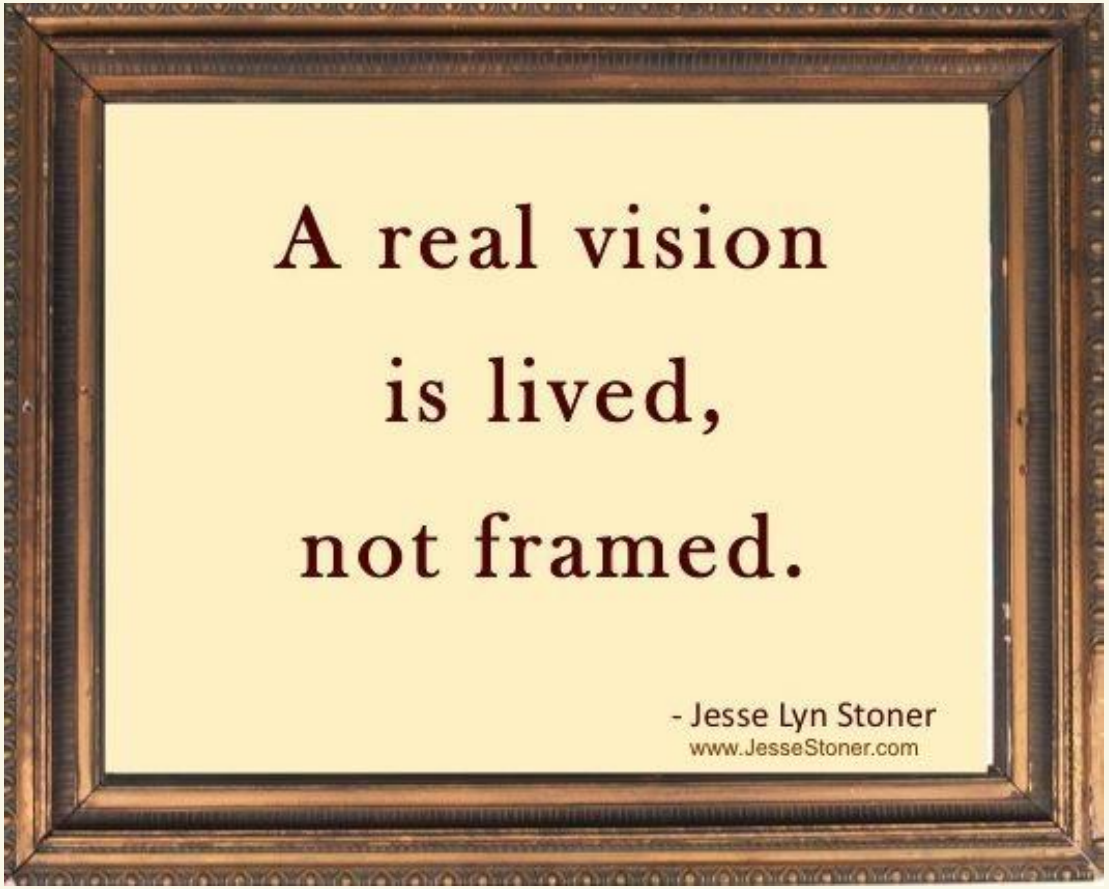
Live your vision now!



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