



Create a Vision and Trust

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Objectives

- How big is your vision
- Why does it matter
- What do we need to do to realise it
 - Personally and as a sector
- Tools and techniques to help



What's your vision

IN YOUR IDEAL WORLD

Your vision is your why – why do you exist- why does it matter

LEAD FROM THE WHY

Start with the why

Simon Sinek

<https://youtu.be/OVnN4S52F3k>



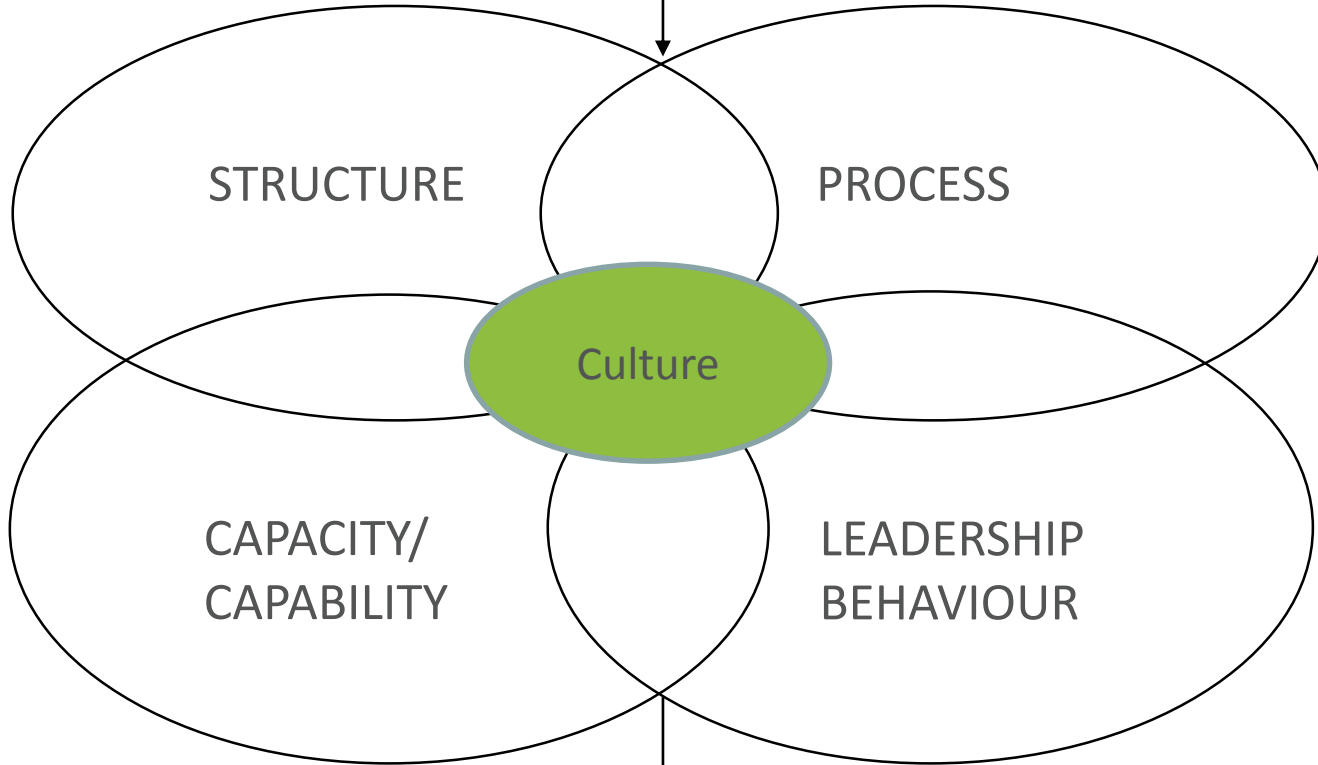
Who do you talk to; how and to what end?

WHY DOES YOUR ORGANISATION EXIST

Vision/Mission/Values

Operating Environment

Opportunities and threats



CLIMATE

PERFORMANCE

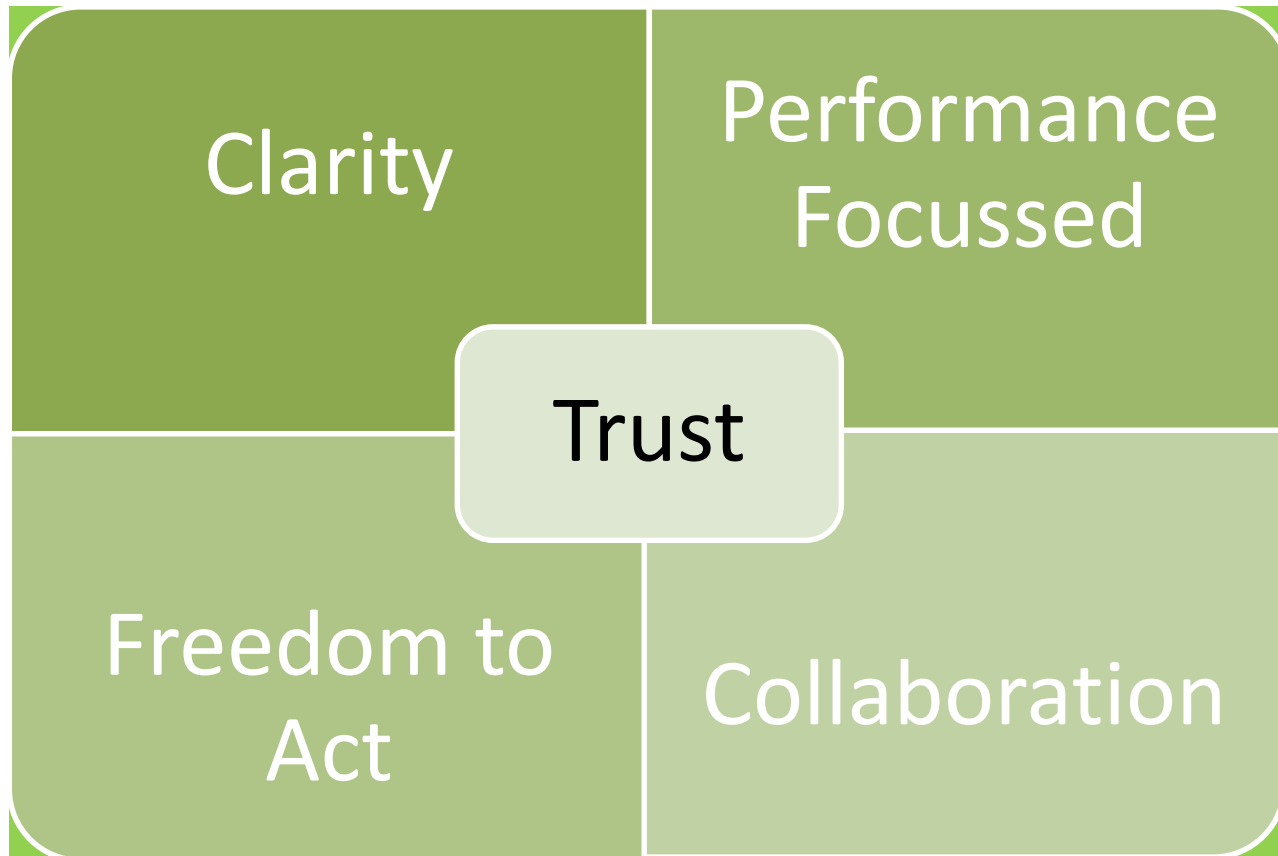
Impact/Evidence
of your VISION made real

What is organisational climate?

- It is people's perception of "what it's like to work here"
- It is the aspects of the environment that directly impact employees' ability to do their jobs well and it determines how well leaders optimise their people resources and tap their "discretionary effort".
- What we know is that leadership style sets the tone for a high achievement climate throughout the company and research suggests that 50 – 70% of an organisations climate can be accounted for by leadership behaviours.

Therefore, leaders and managers directly influence the ability of their people to excel

Climate



Leadership styles impact climate. Climate can be measured and climate predicts performance. How do you impact climate in your organisation?

Leaders need to ...

- To determine your vision - **why** do you exist
- To agree and uphold your values – **how** – will you seek to realise your vision
- To work with others to establish your mission/strategy/plan – **what** will you do to make your vision real
- To agree what evidence you will seek that your vision is made real – **performance/impact**



...can **you** imagine?

In your life, work

WHAT'S DISRUPTIVE

For more information- get in touch at ...

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