



Winning by Connecting Goals to Vision

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Objectives of today's session

- ▶ Discover the thinking and actions that a leader must take to achieve results.
- ▶ Learn what a winning culture is, and how to achieve it by:

Creating an inspirational vision and translating it to a purpose for your team members

Working with your team to develop supporting strategies

Aligning your systems and processes for success

A GOOD LEADER

Gets results & builds relationships

Leadership...

- ▶ Is a choice, not a position
- ▶ Is a skill that can be learned
- ▶ Requires change and progress
- ▶ Is about influence – achieving results through others

Top challenges leaders say they face

- ▶ Engaging, motivating and retaining talent
- ▶ Leading multiple generations
- ▶ Leading change
- ▶ Prioritizing, coaching and mentoring
- ▶ Translating strategy into action
- ▶ Developing other leaders
- ▶ Getting the work done
- ▶ Leading the business

Source: FranklinCovey

What business leaders want:

Think big and adapt quickly

Develop and execute strategies

Coach and improve performance

CAN YOU AGREE TO THIS?

"I'm a **valued** member of a **winning** team doing **meaningful** work in an environment of **trust**"

What is your organization's vision?

- ▶ What is your team's vision?

By creating vision

- ▶ We create meaningful work
- ▶ We help our team members know that their work is relevant

Continued...

- ▶ Mission
 - Why we exist
- ▶ Vision
 - Where we are going
- ▶ Strategy
 - How we are going to get there

“Leadership is about change. It’s about taking people from where they are now to where they need to be. The best way to get people to venture into the unknown terrain is to make it desirable by taking them there in their imaginations.”

-Noel M. Tichy

“If a clear and compelling purpose exists,
people will volunteer their best efforts.”

-Stephen M. Covey

Inspiring team visions

- ▶ Are aspirational
- ▶ Require us to think big and stretch
- ▶ Can be measured
- ▶ Link to the organization vision



Inspiring team vision

- ▶ What examples of the 4 criteria of an inspiring vision did you hear in President Kennedy's speech?

Team strategy

- ▶ How your team is going to achieve your vision. A relevant team's strategy is aligned to your organization's strategy and goals.

Three important questions

- ▶ What is the organizational strategy?
- ▶ How does your team contribute to the strategy?
- ▶ Does everyone on your team know the answer to these two questions?

Your story on strategy

- ▶ Your story should be so clear that you can communicate it – and others understand it – in 30 seconds or less
- ▶ Your story needs to be:
 - Clear
 - Concise
 - Compelling
 - Confident

JOHN KOTTER SAYS:

Most leaders under-communicate the vision
by a factor of 10x to 100x

What does it mean to be part of a winning team?

- ▶ Real goal achievement
- ▶ An environment supported by leaders that create conditions where our teams can actually achieve their strategy with excellence, and people feel like they are accomplishing something

To win, we need the right supporting systems

- ▶ Aligned to achieve what's more important
- ▶ Makes it easier to get work done
- ▶ Operates independently of the leader
- ▶ Endures beyond the leader

Important systems to align to the strategy

People

Resources

Structure

Decisions

Rewards

Processes

4 step process

- ▶ Distinguish an important goal for your strategy
- ▶ Determine leading measures for you and your team to focus on
- ▶ As a team, keep a scorecard – are you on track or off track?
- ▶ Create a disciplined approach to ensure that the team is on track

In review, the key differentiators are to:

- ▶ Change your mindset to goal oriented leadership (results and relationships)
- ▶ Set vision and strategy with your team
- ▶ Communicate it over and over
- ▶ Align systems to what you are trying to achieve
- ▶ Put processes in place to support

Then, feel what it is like to be part of a winning team!



Thank you!

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