



Crafting a Vision (Imagining the Future)

Step 1: Exploration

Visions are generally the result of ongoing efforts over a period of time by a larger group. Remain open during this process; don't jump on the first possible answer.

Prioritize the Big Picture and resist the urge to get lost in the details.

Be intentional about exploring new directions.

Step 2: Boldness

To make a big impact, you have to be a little adventurous.

Just because it's never been done that way before doesn't mean it can't be done now.

Really stretch "what if" thinking. During this creative imagining, remove obstacles and barriers. Consider wild ideas.

Speaking out. Challenge others to also start thinking about the bigger picture.

Ask "what if" questions of others.

Step 3: Testing Assumptions

Seeking counsel. Work with peers and trusted advisors. Share your vision and ask for feedback, insight, challenge. Leaders look beyond their own thinking to test assumptions. It's important to recognize obstacles and check your hypothesis.

Exploring implications. Bring the vision into a reality focus. If the vision succeeds, what will it mean? What could happen?

"Think time" is not wasted time.

"Think time" allows leaders to visualize the future.

What's the Big O?

The Big O=The objective, the purpose, the reason for doing what we do.