

LEADERSHIP LAB

Moving from a Dream to Execution

“Vision is a clear mental picture of what could be, fueled by conviction of what should be.” -Andy Stanley

- Vision is what distinguishes you as the leader.
- Visionary leaders understand the challenges that come with making forward progress and don't give up when obstacles are all around.
- Vision is about what could be and should be, but the people we lead are facing life right now, this very minute. Great leaders are able to understand this tension, embrace the challenge and inspire people to keep work at it!
- Nehemiah had people working with one hand on the wall and one on a weapon.
- This is the daily struggle for leaders, to help people in everyday life while still working to make the vision a reality.
- If a leader blames the follower for not following, the leader has stopped leading. If the followers don't get it, the leader has not shared the vision with enough clarity.
- Vision must be repeated. You cannot over-communicate vision.
- Vision leaks. Frequently revisit, restate, review, repeat, and rehearse the vision.
- The first step in communicating vision is to define the problem that your vision addresses. Every vision is a solution to a problem.
- A leader shines a spotlight onto the path to a solution and gives a compelling reason why something must be done now.
- Leaders who are excellent at vision-casting are able to create extreme clarity about what it looks like when the team “wins” at accomplishing the vision.
- Celebrate specific examples what it looks like when someone “wins” and tell those stories all around.
- Clear vision will simplify decision-making. The clearer our vision gets, the fewer things we do and the easier it is to say no.
- A clearly communicated vision should be simple and transferable.
- Make the vision memorable so that others can repeat the vision.
- Stories and examples of the vision are the clear ways for others to understand the vision.

Four things will help keep the vision clear:

1. State the problem. Ask the question, *“What problem is my team attempting to solve?”* There is something that will not get done if WE don't do it. If WE don't do what we do, there's a group of people that won't be reached. When you talk about vision, you need to begin by talking about why we exist.

2. Propose a solution. Your vision is the solution to a problem, and when you can couple a problem that people feel emotionally with a clear solution, you are on your way to capturing their hearts. Then you can also capture a piece of their time and effort. Is your vision for your church a solution to a problem?

3. Make it urgent. Answer the question, “*Why must WE do this? And why must we do it NOW?*”

4. Build a team. Your vision won’t be accomplished without a team of people working with you. God sends gifts to us in the form of people. Invite them!