

Developing a Personal Leadership Vision

Part 1 Instructions: Brainstorm

Elements of Leadership Vision	What questions to ask yourself?	Examples	Your Ideas
Values	<p>Which of your Core Values is the most relevant to guide your leadership?</p> <p>Which of the Organizational Values shape or influence you the most?</p>	Flexibility, purpose, learning, growth	
Strengths	<p>Which one or two of your Strengths make you unique?</p> <p>Which ones influence how you lead?</p>	Empathy, structure, inspire with vision	
Culture	<p>What is the environment that you want to lead in?</p> <p>What environment do you believe will be the most beneficial for others to be successful?</p>	Accountability, trust, respect, everyone thriving	

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Part 2 Instructions: Synthesize

Your leadership can sound like or be structured anyway you want. Here are two frameworks to jumpstart your thinking on how you want to synthesize your leadership vision.

Framework 1

I am a leader who is _____ (insert values) that brings _____
(Insert unique value add) to create/inspire a culture of _____ (insert culture).

Example

I am a leader who is flexible, purposeful and committed to learning and growth that brings empathy, structure, vision to create/inspire a culture of accountability, trust and respect where everyone genuinely thrives.

Your ideas:

Framework 2

I create cultures of _____ (insert culture) by bringing _____ (insert
unique value add/approach) and leading with _____ (insert values).

Example

I create cultures of accountability, trust, and respect where everyone genuinely thrives by bringing empathy, structure and vision and leading with with flexibility, purpose and commitment to learning and growth.

Your ideas:

6 Essential Skills of Strategic Leadership

1.

Anticipate

Risk, Issues, Shifts in Behaviours
Opportunities

Tools to anticipate Information from wide net
Environmental scanning (SWOT)

2.

Challenge

Status quo, their own and others' assumptions

Tools
"5 whys" of Sakichi Toyoda, Toyota's founder
Assign a "devil's advocate"

3.

Interpret

Data, Facts, Patterns

Tools:
What, So What, Now What
Zoom in / Zoom Out

4.

Decide

Consider Tradeoffs, Long and Short term Goals, Use a robust decision making process

Tools
Pros/Cons
Strategic Priorities/Plans

5.

Align

Stakeholders

Tools :
Audience Assessment
Relationship Building
Strategy

Learn

Study Failures & Successes

Tools
Post Project Reviews
Annual Learning Audits

Adapted from HBR 2013 Article

<https://hbr.org/2013/01/strategic-leadership-the-essential-skills>