Creating a Shared Vision

What is the vision you have for your program/department/team?

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Imagine it’s five years from now and you are leaving your role after incredible success. Jot down what you have done in the following areas:

a) What kind of culture have you built?
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b) What have you actually achieved, e.g. what have you challenged, disrupted or created?
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If you overheard people from your team saying they had LOVED working in this team for the last five years, what would you hear them saying?
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d) If you went home to your family and in a moment of reflection shared with them why you were so proud of what you and the team had built and achieved, what would you share?
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e) Have you shared this with your direct reports? In what forms and how often?
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f) Have you asked them about what they want to achieve? What their dreams for working in this team are? In what forms and how often?

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g) What more can you do to inspire your direct reports with a shared mindful (engaging) vision?

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