

Creating a Leadership Vision

A Leadership Vision is a mental picture of what your future will look like as a leader. It is more effective if you write it as if it were already true.

The more specific the picture, the more powerful the effect it will have on your leadership approach.

Some leaders prefer to create a full picture of their future as a leader and some like to create a short memorable statement. Other leaders like to create both.

Alternatively, we've seen leaders create a story or example that illustrates their Leadership Vision.

Writing Prompt

- I am a leader who . . .
- When I lead I . . .

Questions to Consider

- Why are you a leader?
- Who do you want to be as a leader?
- What characteristics do you want to have as a leader?
- Imagine you are the leader you want to be, what does it look like? Sound like? Feel like?
- What outcomes do you want to produce as a leader?
- What impact do you want to make on the organization, your staff, your customers?
- Where do you want to take your department / organization as a leader?
- How do you want to behave as a leader?
- How will you inspire those you lead?
- How will you be an example to those you lead?
- How will you manage your blind spots as a leader?
- What leadership legacy do you want to leave behind?

Next Steps

- Do you want to share your Leadership Vision with anyone? (Your boss, staff, peers?)
- How will you operationalize your Leadership Vision?
- What support do you need to operationalize and embody your Leadership Vision?