



LEADERS AND THE IMPORTANCE OF VISION (LOOKING FORWARD)

In a recent leadership survey 72% of respondents indicated they were looking for a leader who was forward looking. At the same time they also identified that business leaders spend as little as 3 % of work time envisioning. In creating and casting vision it is critical that there is a shared ownership of the vision. Effective leadership involves communicating a vision that is inclusive so that fulfillment does not rely solely on the individual leader. The best way to lead people in the future is to connect with them in the present.

A leader's ability to create a meaningful image of the future depends on an ability to anticipate the future. By understanding emerging trends, leaders can act as futurists and strategists. By orchestrating insights from different perspectives, a visionary leader is able to position an organization for meaningful change. A visionary organization is one where all departments are aligned with core purposes that have been collaboratively created and communicated.

This begs some questions.

(a) As a leader, am I forward looking? (b) As a leader, How much time do I spend on envisioning? (c) How effective is my communication of the vision? (d) How effectively do I anticipate future trends? (e) Is our organization aligned to specific core purposes? (f) Have these core purposes been identified so that we keep the "main thing" the main thing?

At a time when organizations face ever increasing pressure to justify their existence, it is vital that leaders have clear and concise answers to these questions.

To what extent are you able to give clear answers? Are you surprised by the results? I would suggest that instead of reactively "firefighting" that leaders would do well to start looking forward before they end up looking backward- with regret.

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