The Foundation of Leadership: Finding Your Personal Vision, Values & Mission

• Based on the AK Training Cooperative’s Frontline Leadership Institute training
Focus On:

• How one’s personal mission, vision, and values provides the “map” for understanding what motivates and truly matters as one plans their professional life.
Quality Outcomes: How Do We Get There?

• The right people:
  – Empowered individuals
  – Competent staff
  – Friends & family

• Doing the right things:
  – Vision & values
  – Commitment
  – Effective support & helping strategies
Vision

The mental image of your personal and professional ideal. It is the process of looking to the future and creating the most desirable scenario for you.
Vision Story Exercise

- Circle/highlight the key words of your vision story.
- For the next five minutes write a statement using the key words you have circled/highlighted.
- Write this statement on a 3M card and place it prominently in front of you as a visual reminder.
Values List

Adaptability
Adventure
Agility
Authenticity
Balance
Beauty
Being Humble
Brilliance
Camaraderie
Career
Choice
Compassion
Community
Contribution
Courage
Creativity

Education
Efficient
Empowerment
Enjoyment
Excellence
Fair
Faith
Family
Financial Security
Fitness
Flexibility
Freedom
Generosity
Good Attitude
Gratitude
Growth

Health
Heroic
Honesty
Humility
Humor
Independence
Innovation
Integrity
Joyfulness
Justice
Leadership
Loyalty
Non-enabling
Nurturance
Partnership(s)
Patience

Perseverance
Playfulness
Professionalism
Prosperity
Purposefulness
Quality
Relationship(s)
Resiliency
Responsibility
Spirituality
Support
Teamwork
Unconditional Love
Values List Exercise

• Circle at least 10 words that best describe your values in life.

• Next, with a highlighter, narrow the list to five.
Personal Mission Statement

• Write your vision and Core Values on a card.
• Personal Mission Statement questionnaire work sheet # 1.
• Take 10 minutes to read and answer the questions.
• Highlight key words.
• Write key words in notebook.
• Articulate words into a statement.
Personal Mission Statement Discussion

• What did you learn about your personal mission?
• Do you feel personal energy behind your mission statement?
• Could you develop goals from your mission statement?
• Is your mission statement brief enough to remember and repeat to others?
• How do you intend to use your personal mission statement?
Vision, Values and Mission Discussion

- What do you think about these values statements, and the mission and vision?
- What do you like or not like about them?
- How are they useful in helping you understand the purpose of your job and in keeping focused?
How Do Vision, Values, and Mission Affect These?

• Orientation of new employees.
• Staff-to-staff interactions.
• Staff-to-individuals interactions.
• Performance reviews.
• Interactions with the “community.”
• Our decision making.
Leadership Qualities

We Will Focus On:

• On a 3M card, write each quality and place on the flipchart in front of the room under the category, “Leadership Qualities.”
Leaders, Not Managers

- The manager administers, the leader innovates.
- The manager is a copy, the leader is an original.
- The manager maintains, the leader develops.
- The manager focuses on systems and structure, the leader focuses on people.
- The manager relies on control, the leader inspires trust.
- The manager has a short-range view, the leader has long-range perspective.
Leaders, Not Managers

• The manager asks how and when, the leader asks what and why.
• The manager has his eye always on the bottom line, the leader has his eye on the horizon.
• The manager imitates, the leader originates.
• The manager accepts the status quo, the leader challenges it.
• The manager is the classic good soldier, the leader is his own person.
• The manager does things right, the leader does the right thing.
Level 5 Hierarchy

LEVEL 5: Level 5 Executive
Builds enduring greatness through a paradoxical blend of personal humility and professional will.

LEVEL 4: Effective Leader
Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.

LEVEL 3: Competent Manager
Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.

LEVEL 2: Contributing Team Member
Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.

LEVEL 1: Highly Capable Individual
Makes productive contributions through talent, knowledge, skills, and good work habits.

From Good to Great by Jim Collins (copyright © 2001)
We Are Leaders If We…

Want to be
Choose to be
Like to be
Love to be