

Developing a Vision-Centered Staff

Vision has been defined:

An aspirational description of what an organization would like to achieve or accomplish in the mid-term or long-term future. It is intended to serve as a **clear guide** for choosing current and future courses of action.

Your vision must serve as the guide at all times as you begin to carry it out- starting with developing a Vision Centered Staff.

Why have a vision centered staff?

1. We are called to unity
 - a. John 17: Jesus' prayer for disciples and all believers:
20 "My prayer is not for them alone. I pray also for those who will believe in me through their message, 21 that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. 22 I have given them the glory that you gave me, that they may be one as we are one— 23 I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.
2. When we share the same vision, we can make a greater impact for the kingdom.
 - a. When vision is shared and consistently emphasized with the staff and it is built on a biblical foundation, it powerfully mobilizes people to live boldly for Christ and ultimately make a difference in this world.
 - b. A vision provides purpose and redirects peoples' attention to things beyond themselves.

How to lead forward?

1. Acknowledge unifying your staff around 1 vision _____.

2. Own the vision.
 - a. _____

 - b. _____

Books/Resources that helped us develop the leadership needed to move forward:

Teams that Thrive by Ryan T. Hartwig and Warren Bird

Be Mean about the Vision by Shawn Lovejoy

It's your Ship by Captain D. Michael Abrashoff

The Advantage by Patrick Lencioni

GLS Next App

3. Build a _____.

Culture works best in relationship with vision.

While it's true that culture is very powerful, it works best in relationship with vision.

Another way to say is that while culture is what gets you to your destination, vision determines the destination.

If you articulate a great vision to an organization without the appropriate culture, you'll never achieve the vision.

If your organization has a wonderful culture, but no vision, then you might really enjoy your time together, but you'll never go anywhere.

- John Maxwell

4. Equip and empower your staff to carry the vision to others in their areas of influence.

A few assessment questions:

- a. Can all your staff articulate the vision? Language matters- do they use the same words?
 - b. Have you created a plan that will provide resources to help them embrace and live out the vision personally?
 - c. Do you see the vision come to life in your staff members? In their ministry areas? (back to healthy culture- celebrate these- publicly).
 - d. Are teams looking for ways to work together to reach this vision or is it every ministry for themselves?
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5. Develop processes that _____.

6. Filter _____ through your vision.

Seeing the Vision Clearly Determines Your Priorities

Every leader has limitations. Limited time, limited resources, and limited energy. As such, nobody can have it all in life. In light of our limitations, we each have to make sacrifices and scale back the scope of our ambitions. Seeing the vision clearly helps us to prioritize which opportunities to bypass and which activities deserve our dedication.

The choices we make either draw us closer to our vision or push us farther away from it. If we're unsure of the vision, then we won't know how to make decisions that carry us in the right direction. Clear vision illuminates the path in front of us as we select which roads to travel down in life.

-John Maxwell

7. Be willing to _____.

8. Set up Guardrails.

What will help you stay on course?

9. Identify obstacles and prepare.

Roadblocks distract us from what is really important. It is necessary to identify roadblocks so you are prepared when they occur.

10. Stop and Rest. Abide in Christ.

This must be woven throughout 1-10.