Creating a Shared Vision

When you take on a leadership position, chances are that you’re full of new, exciting ideas and a vision for where you’d like the group to go. While this is great in the enthusiasm department, it’s also important to remember that a key part of being a good leader is inspiring others to a shared vision. And that means you may need to give up complete ownership of your original vision to adjust to others’ wants, needs and suggestions, too.

So, how do you go about this? Glad you asked…

**First, Explain What a Vision Is.** That may sound silly, yet it’s important to have everyone on the same page. Rather than assuming that all your members fully understand what a leadership vision is, explain it. According to Dictionary.com, it’s pretty much “a vivid, imaginative conception or anticipation.”

**Show That You’re Open.** It’s one thing to say that you’re open to others’ ideas, yet you’ll really need to clinch it through your actions. So, when you say that you’d like to “develop a shared vision,” show that you mean it by soliciting other group members’ ideas and truly listening to what they have to say.

**Don’t Rush the Process.** Part of truly listening to your group members is that it’s going to take time – and that’s okay. While you don’t want to drag out the process of creating a shared vision, it is important to have those face-to-face conversations. Maybe you can do so during regular one-on-ones. Or perhaps having an in-service or retreat where your group works on this vision will work better for your particular people.

**Be Genuine.** Yes, you may love your own ideas. Yet what’s really going to make your group take off is when people recognize their suggestions and contributions in your group vision statement. People want to participate in that which they help create. So, be genuine in your efforts and see what you can all come up with. It’s a very good start.