

Tough at the Top

Resource #3



Resource #3

Getting your team bought into the vision. Chapter 3: The Vision Thing

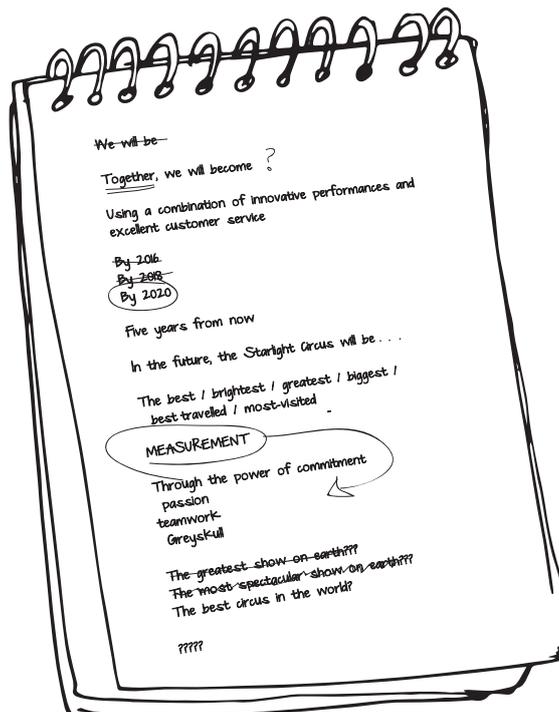
We all have a genuine human need to feel part of something bigger than ourselves - a notion engaging leaders recognise. Engaging leaders are honest with themselves and others, and work to bring everyone together in a shared purpose – rather than simply imposing it from the top down.

Adam learnt through some tough messages and the support of his guardian angel that ‘you can lead a horse to water but you can’t make it drink.’ Adam had his vision and was VERY passionate about it...but that was all for nothing if his people didn’t buy in to it. He didn’t know his people and he was on his own. It was a bitter and brave pill that he had to take.

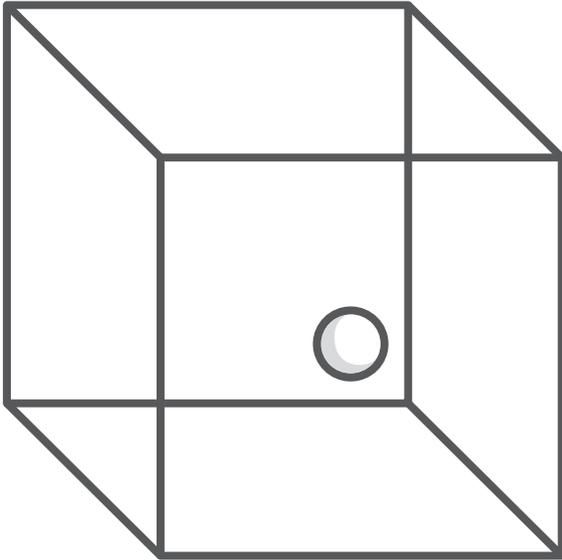


“Okay” said Adam, once everyone had had a chance to take in the sight of him in his gorilla-suit. “This is me, showing you that I am listening. I understand now. I understand that you’re scared and angry and unhappy. I know things are bad. And I know I said I was going to make things better and I know they’ve only got worse.”

(“Finally, some sense” muttered one of the clowns sarcastically.)



Adam promises that he is going to find out how to make the Starlight a better place to work. To do this, he needs to understand how they feel right now, and then engage them into the future of the circus and making the dream come true.



Where do you see the circle in the diagram?

- in the lower right hand corner of the rear panel?
- at the centre of the front panel?
- at the lower right corner of the front panel?
- at the centre of the back panel?

Where could others potentially see it?

We all have slightly different viewpoints. Our window on the world is filtered by our early experiences, beliefs and memories. Everyone’s individual perception is their own. “Right” or “wrong” aren’t really useful concepts here; we simply need to understand others’ positions. We need to work out what other people want, why they want it, and where the common ground is for creating an inspiring vision that everyone’s passionate about delivering.

To do this, we as leaders have to engage, talk to and communicate with our people - and most importantly, listen to what they want.

Do you know your people's perceptions of what your team or business is here to achieve?

How well do you know people's personal visions for their role? How many people's vision can you define?

What will you do to find out what people want?

What's the first action you will take?
