

## **LEADING OTHERS with ROADMAPS**

Once you have developed a sense of *personal* vision/mission for your work, you can lead your *staff* to be involved in the process with you. Allow their unique insights and perspectives to impact your vision, and also be willing to *inspire* them to dream *bigger*, see beyond obstacles, etc.

Now, what's the next step?

-----  
“Sadly, too many people are placed into leadership positions without a vision for the organization they will lead. All great leaders possess two things: They know where they are going, and they are able to persuade others to follow.”

John Maxwell in *Developing the Leader Within You*, Pg. 140

Once we have learned the process of developing mission statements *personally*, then we can begin to use the same processes in every area of our work. A key for real leaders, is to involve *every member of the team* in the development of a mission statement.

“Work up objectives *together*, don't just hand down directives...  
Fred Meijer

 Covey writes:

“...but there is a real difference, all the difference in the world, in the effectiveness of a mission statement created by everyone involved in the organization and one written by a few top executives behind a mahogany wall. ... Without involvement, there is no commitment. Mark it down, asterisk it, circle it, underline it... No involvement, no commitment.” (7 Habits, pg. 142-143)

### **Involving others in developing organizational mission statements**

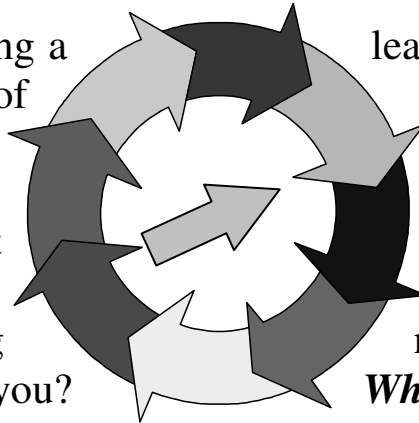
1. **Model** the process (personally) This won't work for you CORPORATELY, unless you really understand PERSONALLY how powerful it really is. Don't try to get your TEAM to use a process you haven't used PERSONALLY!!
2. **Review** the process (See below...)
3. Encourage **participation**
4. Give **rewards** for participation
5. Use their **ideas**
6. Develop a sense of **agreement** (What Do we agree on?)
7. Adopt a final and agreed upon **destination statement**
8. **Refer** to it often (publish it, post it, talk about it, print it on business cards, etc.)
9. Allow it to give **direction** to your activities, decisions, etc.
10. **Review** and **adjust** as necessary
11. **Discover** other areas within the organization where mission statements are needed, and repeat the process with everyone involved.

## What is the actual Development Process?

### A review of the process:

1. **Reflect** – on your life, organization, etc.... where are you now.
2. **Review** – your accomplishments and your roles in life or organization.
3. **Determine** – what's important to you... what you want to be, do, and have in each of those roles.
4. **Decide on** – a beginning statement, a place to start.
5. **Revise** – it until you begin to feel more comfortable with it. Does it seem to truly reflect who you want to be? Does reading it bring peace & excitement?
6. **Read** – it several times daily until you begin to internalize its truths.
7. **Direction** – comes under your control when you have drafted a statement that truly reflects who you want to be, what you want to do, and what you want to have, and you let it begin to direct your daily activities and decisions.

So a first step in becoming a ourselves a clear sense of your own life, *where* don't have a clear vision you can be making great *nowhere!* Dale who starts out going there! How about you?



leader, is to establish for *mission*, of *purpose*. For *are you headed?* If you of where you're headed, *time*, but getting Carnegie said the man nowhere, generally gets *Where are you headed?*

**Remember,** leaders their focus on things so tangled up in the that you can no longer Remember that mission you can't see it, and you... *where are we always know where have the ability to focus on destination. the haze to where*



have l o n g vision. They keep *far out there*. Don't become jungle of the day to day see the path. is *destination*. If we're all *following headed?* Leaders we're headed. They have *laser-like They can see through we're headed.*

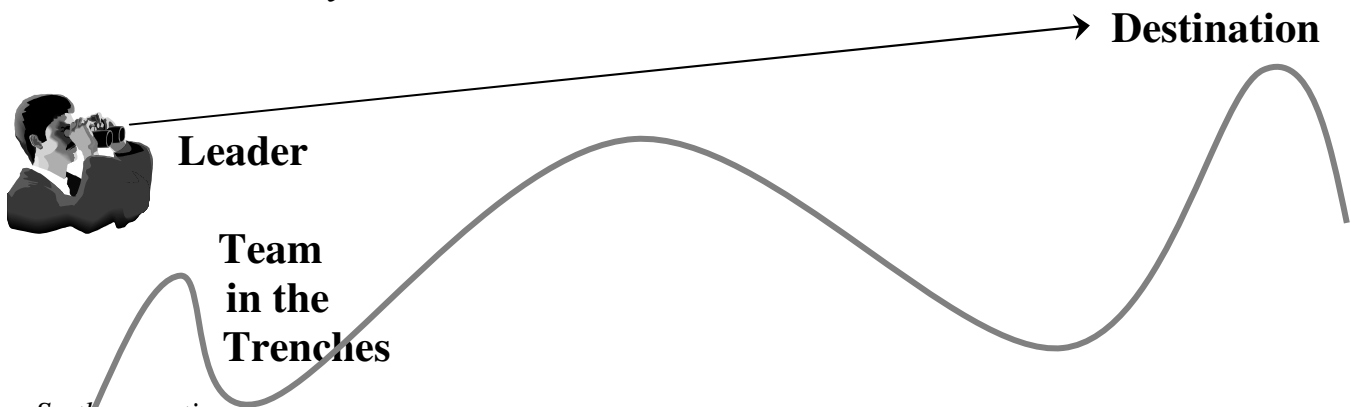
**Leaders have good vision.**

Where are we going? And How are we going to get there?

So you're going to take your team somewhere? They want to know that **YOU** know where that is. And you need to be able to **VERY CLEARLY COMMUNICATE THAT TO THEM!** And they'll want **continual** reassurance during the trip. Do you remember this when you were growing up? (Are we **THERE** yet?)

You **MUST** be able to **keep your focus on the destination**, and don't let the **little** things take your focus off of the destination during the trip! (How? Learn to properly **DELEGATE!**) **Leaders have to be able to see THROUGH the forest and keep their focus on the destination, even when the going gets tough, and keep describing the destination to their weary followers, who can't see it.** *By so doing, good leaders are able to keep their team focused on a destination the team often cannot see due to their positioning in the field. (See the team "in the trenches", below.) But by keeping them focused and doing their part, the entire team is enabled to arrive at their eventual destination.*

***It is the clear and compelling vision of the leader that will keep the team on task when they cannot see the destination. Kl***



So the questions are:

1. Do you and your team **KNOW** what your mission/destination is?
2. Does the team **CARE** about your destination? Do they really **WANT** to go there?
3. Were they **INVOLVED** in the creation/formation of your destination statement?  
If not, you're in for a lonely trip!
4. Can you clearly **communicate** it to your team when they're in a position that they cannot *see* the destination?
5. Can you keep them focused on the **BENEFITS** of **ARRIVING THERE?** (Remember the radio station every member of your team is tuned in to? **WII-FM!**) Can you help them creatively **VISUALIZE** those benefits? And can you make the **BENEFITS** seem **BIGGER** than the obstacles that will crop up along the way?  
If so... then strap in and **ENJOY THE RIDE!** You're on the way to a great destination!

**So how about you?** What will you have time for *tomorrow*? And more importantly... who or what will *DECIDE* what you have time for?

Remember, if YOU don't decide, and decide NOW... someone or something else will decide FOR you. Don't look back at the end of your life and WISH you had made different decisions... make those decisions NOW, and use these tools we've provided here to draw the roadmap YOU want for your life! Where are you going? Make sure it's somewhere you'll be happy with! Leave a path you won't be sorry to see your children and grandchildren follow you down.

You can make that decision now. Where are you headed?

If you want to be happy with the life you've built, you've got to be in charge during construction...

So – what are you waiting for? Get out that atlas and decide where you want to go. Nothing's holding you back. ***You can do it!***

- ***"It is never too late to be what you might have been." – George Eliot***
- *What lies behind us and what lies before us are tiny matters compared to what lies within us. -- William Morrow*
- *People are always blaming their circumstances for what they are. I don't believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and, if they can't find them, make them. -- George Bernard Shaw 1856-1950*
- *Two roads diverged in a wood, and I took the one less traveled by, And that has made all the difference. -- American poet Robert Frost (1875-1963)*
- *I don't think anything is unrealistic if you believe you can do it. I think if you are determined enough and willing to pay the price, you can get it done. -- Mike Ditka*
- *The virtue of all achievement is victory over oneself. Those who know this victory can never know defeat.*

Remember what Tony Robbins said – “You haven't really made a **decision** about a goal until you **take action!**”

So, are you just going to think about all of this? Or will you be one of the 2% who leave here today and actually DO something about it? Surprisingly, only 2% of Americans have written down goals for their lives. Where's your roadmap?

Where will you begin? When will you begin?

If you want to make a difference, don't delay. Start today. Develop a roadmap. Begin putting together your dream. And you can take back control of your life.



***Where are you going? – Will you have your roadmap with you?***