

The Vision Venture

It has been said that a set of personal goals which is not written and reviewed regularly is just a wish list. In business, the same holds true. A strategic plan comprised of a vision, mission, strategic objectives and an implementation plan, which is not linked to performance targets, is just an exercise that ends up as a nice poster in the lobby which will hopefully impress clients. In many organizations where this is the case, employees tend to become cynical and disconnected from the efforts.

Senior executives, when asked in a survey what skills they look for most when developing a management team, state: "It is the ability to deal with and motivate people more than any other". Surveys of top executives have also confirmed that "people skills" are more important to a manager's progress than intelligence, knowledge, or job skills.



If a business wants to take seriously the effort which has been put into the strategic plan, they must also ensure accountability at all levels of management.

Three fundamental skills are necessary for leaders to implement viable management strategies:

- Diagnosing - being able to analyze the environment and understand the needs of the people, team, or the situation they are attempting to lead.
- Adapting - being flexible by adapting their thinking and decision-making styles to suit the contingencies of the challenge.
- Communicating - being able to put messages in a way that employees can easily understand, interpret and more importantly, accept and respond to in a positive way.

Managers must understand how their coaching style influences subordinates' performance, and understand the basic levels of employee competence.

They must develop an ability to apply a theoretical model in practical work environments, and understand how it can facilitate positive behavior

among employees to achieve performance improvements.

When managers are able to assess competency of employees, and understand what truly motivates them, they will be able to effectively engage in the appropriate coaching style which will ensure constructive performance.

The best thing a manager can do for great employees is "stand out of their light"

Once this is all done, it is now important to truly empower the people to achieve the vision. When Alexander the Great visited Diogenes and asked whether he could do anything for the famed teacher, Diogenes replied; "Only stand out of my light". For leaders with talented, creative and enthusiastic employees, many times the best thing you can do is "stand out of their light". Only by truly trusting and empowering employees will you get their best performance and productivity.

About the Author



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An Internationally acclaimed speaker and trainer, Joe has been delighting audiences with his thought-provoking, interactive and inspirational presentations for over 20 years.

Joe teaches powerful techniques designed to identify your thinking styles, communication preferences and improve management effectiveness. His sessions will change behaviour and improve your personal and professional life.

Well known for his popular communications program "The Birds", Joe has trained thousands of executives, leaders and professionals in leadership, coaching, team-building, customer loyalty, ethics and strategic planning.

He is co-author of *Vitamin C for a Healthy Workplace*.