



Organizational Vision

RCAEOP Professional Development Day
Tameika Isaac Devine



**THE ONLY THING WORSE
THAN BEING BLIND**

is having sight and no

vision.

-helen keller

What is Organizational Vision?

A **vision** is a clear, comprehensive 'photograph' of an **organization** at some point in the future. It provides direction because it describes what the **organization** needs to be like, to be successful within the future. A **vision** describes the WHAT. i.e. what you are trying to achieve in the future.

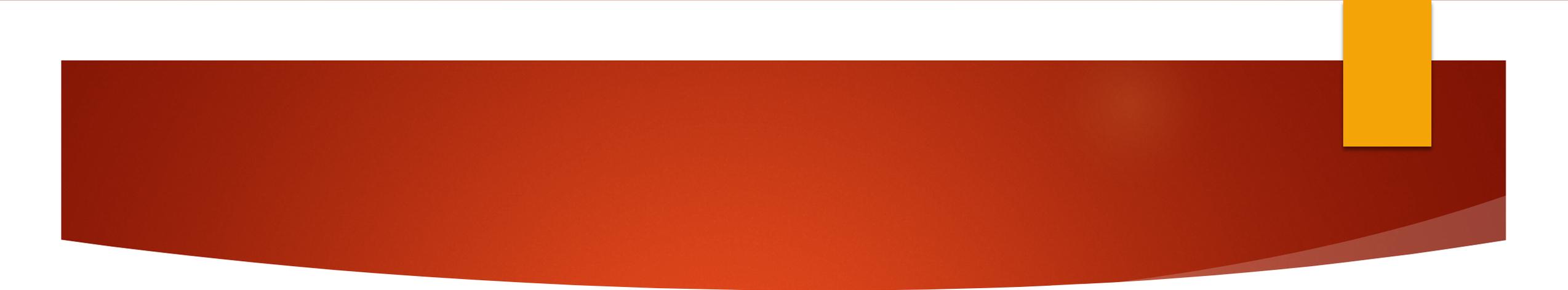
The vision clearly states the direction of an organization, their magnetic north

Why Is Vision Important?

10 Reasons Vision Is Important:

1. Clarifies direction
2. Invites unity
3. Facilitates function
4. Enhances leadership
5. Prompts passion
6. Fosters risk taking
7. Offers sustenance
8. Creates energy
9. Provides Purpose
10. Motivates giving





▶ **RICHLAND ONE VISION**

Richland School District One, in collaboration with an engaged community, is committed to ensuring that each learner achieves his/her potential in a safe, caring, academically challenging and diverse learning environment that will develop productive citizens for a changing world.

▶ **RICHLAND TWO VISION**

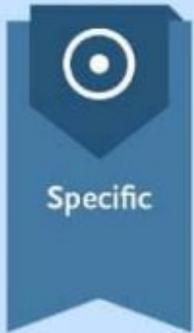
Richland Two strives to be the premier school district — a learning and working environment where all partners are committed to creating, sustaining, and investing in a culture and environment of excellence and where all are afforded the opportunity to maximize their gifts and talents as they pursue their pathways to purpose.

How To Energize Your Team on The Shared Vision

- * Be Sure Every Team Member Is Clear About Your Desired Destination
- * Be Sure Every Team Member Understands the Purpose
- * Set Strategic Goals That Include Every Member of The Team

***Remember, the vision is the destination, and the strategy helps to determine the path to get there.**

S



Specific

M



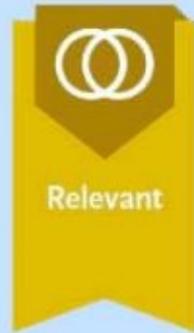
Measurable

A



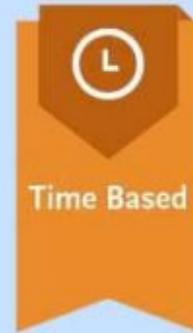
Attainable

R



Relevant

T



Time Based

S.M.A.R.T.
GOALS

Tips for Goal Setting

- ▶ Make sure the goals are aligned with the vision. If you notice your team straying away from your main vision when setting goals, then bring them back to the vision.
- ▶ Remind your team about the vision on a regular basis. You should be communicating it so often that everyone knows it by heart. For the vision to be useful, people have to actually know it!

Tips for Goal Setting (CONT.)

- ▶ Have your team members break down the larger goals into smaller time-limited objectives (and provide help, if needed). This will help to keep them on task, and moving forward appropriately.
- ▶ Create systems that enable everyone to keep track of your goals and progress. This contributes to a sense of accountability around the goals that have been set.

How to Create an Action Plan to Achieve Your Goals

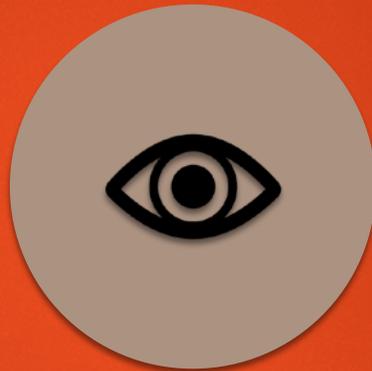
1. Make Sure Your **Goals** Are SMART. (Specific, Measurable, Attainable, Relevant and Timely)
2. Work Backwards to Set Milestones.
3. Determine What Needs to Happen to Reach Your **Goals**.
4. Decide What Actions Are Required to Reach Your **Goals**.
5. Put Your Actions Into a Schedule.
6. Follow Through.



Benefits of Having a Vision Board



TRANSFORM YOUR
THINKING.



A VISUAL REFLECTION OF
YOUR GOALS.



IT HELPS YOU CLARIFY,
FOCUS ON AND ACHIEVE
YOUR GOALS.

Thank
you

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