

A Facilitator's Guide | 2020

# CRAFTING AND LIVING A VISION



Personal Leadership

# CONTENTS

<b>Overview .....</b>	<b>1</b>
<b>Objectives .....</b>	<b>1</b>
<b>Appropriate Audience.....</b>	<b>2</b>
<b>Level of Challenge to Participants.....</b>	<b>2</b>
<b>Level of Challenge to Facilitators.....</b>	<b>2</b>
<b>Time Required .....</b>	<b>3</b>
<b>Materials Required for the Activity.....</b>	<b>3</b>
<b>Prerequisites for Using this Facilitator Guide.....</b>	<b>4</b>
<b>Keys to Success .....</b>	<b>4</b>
<b>Phase One: Crafting the Vision.....</b>	<b>7</b>
<b>Introducing the Activity .....</b>	<b>7</b>
<b>Managing the Activity.....</b>	<b>9</b>
<b>Debriefing the Activity .....</b>	<b>14</b>
<b>Variations for Managing and Debriefing the Activity.....</b>	<b>14</b>
<b>Phase Two: Living the Vision. ....</b>	<b>15</b>
<b>Introducing the Activity .....</b>	<b>15</b>
<b>Managing the Activity.....</b>	<b>16</b>
<b>Debriefing the Activity .....</b>	<b>18</b>
<b>Origins of This Exercise.....</b>	<b>18</b>
<b>About Personal Leadership Seminars .....</b>	<b>19</b>
<b>Handouts and Supplemental Materials .....</b>	<b>20</b>

# Crafting and Living a Vision

## Overview

The practice of Personal Leadership begins with a vision.

When you craft a vision that powerfully describes how you want to show up in the world, you identify the qualities, character traits, and ways of being that align with your deepest values and core beliefs. Your Personal Leadership practice then supports your commitment to show up in the way your vision describes—no matter when, no matter what.

This activity is a core ingredient in all *Personal Leadership: Making a World of Difference*® training and coaching programs. It guides participants through the process of developing and using their own Personal Leadership vision. The facilitation outlined below takes place in two phases. First, participants craft a vision statement. Second, an application process helps them understand its value in real life.

## Objectives

As a result of the activity outlined in the following pages, participants will be able to:

- Articulate the qualities or character traits to which they aspire when they are at their highest and best.
- Orient their vision statement to every context in which they practice Personal Leadership, in both their professional and their personal lives.
- Be guided and motivated by their vision as they use the Critical Moment Dialogue, the core PL process technology that will allow them to access their full intelligence and become more skillful in their lives.
- Experience the power of using their vision in daily living.
- Participate in supplemental activities such as *Vision Mapping*, which gives them direct feedback on whether their relationships, roles and commitments are aligned with their vision.



# Crafting and Living a Vision

## Appropriate Audience

We have used this activity in just about every corner of the world. We've used it with participants of nationalities and ethnicities too numerous to count, and in both relatively mono-cultural and extremely multicultural settings.

It has been well received by corporate engineers and banking leaders; K to 12 teachers, university faculty, and international and study-abroad students; leaders in non-governmental organizations; independent consultants seeking professional development; parents of both newborns and unruly adolescents; UN peacekeepers; community mediators and diversity practitioners; and intact and newly established work teams.

In short, *Crafting and Living a Vision* is designed for anyone at all who is ready to learn the practice of Personal Leadership.

## Level of Challenge to Participants

The challenge for participants is mid-range, not because the activity is difficult in itself, but because it requires a willingness to reflect upon and express that which is personally and professional important.

Phase One, on crafting a vision statement, usually includes an invitation for participants to read their visions out loud to the full plenary, which can be challenging for some. Phase Two, on living the vision, involves working in small groups to apply the vision to a real upcoming situation; this too can be challenging for some. Allow participants to find their own levels of comfort with what this two-part activity offers.

## Level of Challenge to Facilitators

The challenge for facilitators is also in the mid-range because it requires some willingness to self-disclose. Also, you may find that some participants question the value of a vision statement, and some may question the *Six Ps of a Powerful Vision* (see the reference in the pages that follow). You must feel comfortable responding to such questions.

