

VISION AND ITS IMPORTANCE

By

Institution

## Vision and its importance

### **1. What is vision in your work environment and how does one foster a shared vision in this kind of environment?**

A vision is an innate pictorial representation of an ideology or plan concerning the accomplishments and desired directions, a business, or an organization should take in the near future (Burke, 2009). The management often fosters this vision by having a vision statement to act as a reminder to the staff members of the desired achievements and goals of the organization. According to Kouzes and Posner (2012), leaders promote vision in their organizations by inculcating the practice in their daily lives and sharing with other organizational members by acting as role models. The leaders create the vision and challenge the staff towards working as a team in achievement of a common goal.

### **2. What signals (verbal and non-verbal) do individuals send to leaders to communicate that they are inspired?**

Good leadership within an organization exerts an inspired action by the staff towards achievement of the vision. Kouzes and Posner (2012), notes that employees show their inspiration towards good leadership by building trust and inculcating teamwork with the leader. They also display behavioral cues such as hard work, showing effort despite failures, and indulging the leadership towards solving difficulties arising at work.

### **3. What metaphors/visual pictures are seen in your organization to communicate a shared vision? For example, some organizations use sports metaphors such as we are a team and others use family metaphors as we are one big happy family.**

In my organization, the word 'team' is highly used to show how committed we are in accomplishing goals together. Kouzes and Posner (2012), states that the benefit of this is that it acts a source of belonging and commitment to one another among the employees.

**4. What do you think your/your leader's strengths are at creating clarity as a collaborative leader? Areas of improvement?**

The leader in my organization creates clarity as a collaborative leader by fashioning good relationships and trust with the employees. The leader does this by creating a favorable working environment and building skills and self esteem of employees.

**5. What recommendations/changes would you make based on your evaluation of your organization to Inspire a Shared Vision?**

To share an inspired vision, I propose leaders' commitment towards the vision by focusing resources, energy, team building, and cultivating encouragement amongst staff amidst failures and other challenges (Burke, 2009).

References

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