

Envisioning



Without vision, companies find themselves with managers dispossessed of one of the key aspects of inspirational leadership. Teams remain confused about their mission and their meaning to the enterprise. With lack of vision may come a lack of motivation, increased levels of stress and poor performance. In short, the whole organisation may lose the strength and dynamism required to move towards new frontiers and new achievement.

For vision is at the very cutting edge of leadership and change today, encapsulating the capacity to inspire and motivate organisations and individuals. In today's business enterprise, it is essential for every manager at every level to be able to take ownership of the higher corporate vision and transform this into a dynamic, influential and motivating vision at his or her very own level, thus creating a world to which people want to belong.

The CrossKnowledge Leadership and vision programme provides a suite of eight multimedia training sessions enabling you to understand leadership, to appropriate the definition of vision and the keys to transform and relay vision at every level of the organisation. It features ground-breaking tools from Robert Dilts, programme author and one of the world's leading thinkers and doers in the field of leadership and change.

Who this training is intended for:

- Senior management
- Business unit managers
- Managers and project managers

This training will enable you to:

- Discover the stakes in leadership?
- Identify how leadership effectively complements management?
- Pinpoint the expected qualities for a leader
- Pinpoint the key attributes of vision and the impact of vision on organisations and individuals
- Take ownership of corporate vision and create your vision at your own level for your business units and teams
- Understand what motivates your teams and how to create a sense of common effort and achievement
- Deliver the vision through high-impact communication

Leadership skills enhanced by this training

- Sharing the vision
- Giving action meaning
- Thinking systemically
- Arousing and sustaining motivation
- Marshalling support for common objectives
- Being a model, personifying values

The strong points of this training

- A highly effective step-by-step theory-to-practice programme through all the stages of envisioning
- Features groundbreaking tools and models from Robert Dilts, the internationally renowned expert in leadership and change.
- Brings a previously exclusive topic and skill to a wider, operational population
- Provides a tailor-made coaching approach enabling the learner to discover, try, test out and take ownership of the skills required for relaying the vision.

A learning course in 8 key steps

1. What is leadership?

- Being aware of leadership issues in a company.
- Exposing what leadership bring to management.
- Finding out the main attributes of a leader.
- Being aware that each individual has a potential for leadership

2. What is vision?

- How leadership is linked to vision
- Separating vision from goals, strategy and objectives
- Separating vision from ambition and mission
- The attributes of vision
- Vision for great achievement

3. Visioneering: creating your vision

- Grasp the importance of relaying the vision at your own level
- Master a set of tools in the visioneering process.
- Transform the corporate vision into your own inspiring vision and at your own level

4. Moving from vision to action

- Understand the importance of cascading vision in an accessible and operational way
- Identify the areas in your organisation in which to cascade the vision
- Apply the method for cascading it

5. Stepping out from the present

- Analysing the present situation in readiness for the future goal
- Exploring what would hinder your people's motivation to reach the vision
- Linking the added value of the present to the future situation

6. Knowing the values and motivations of your people

- Analysing how different stakeholders view the vision
- Creating shared motivation among your team
- Pinpointing common motivators within your team

7. Communicating the vision

- Connecting to your audience - pacing and leading
- Language that inspires and motivates
- Non-verbal communication

8. Managing beliefs

- Making your team believe in itself and its mission
- Dealing with doubt and lack of motivation
- Linking the assets of the past to the future situation

The author



Robert Dilts is an internationally respected developer, author, trainer and consultant in the field of leadership and change and a pioneer in the field of neuro-linguistic programming (NLP), a discipline that has profoundly shaped and enlightened management, training and communication techniques. From his professional debuts in Palo Alto, his consulting has taken him around the world, working closely with organisations such as Apple Computers, The World bank, Hewlett-Packard, the FIAT group, Xerox, The WHO, Harvard Business School, IBM, Ernst & Young, Telecom Italia and Microsoft among many others. His books include Strategies for Genius, Visionary Leadership Skills, Sleight of Mouth and Alpha Leadership.

Of American nationality, Robert Dilts resides in California and in Paris, France. He has developed software for professional and personal coaching and education, setting up and providing research for several learning bodies including the Dilts Strategy Group and ISVOR DILTS Leadership Systems which delivers a wide range of innovative leadership development programmes to large corporations on a global scale. His partnership with CrossKnowledge pushes the frontiers further by leveraging leading edge e-learning solutions and new technologies to offer leadership to individuals and organisations around the world.