

## Leadership Agenda *Preferred Future or Vision*

Leadership defines what the future should look like, aligns people with that vision, and inspires them to make it happen despite the obstacles."

John Kotter  
Leading Change

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## Components of the Leadership Agenda

- Case for change
- Vision/Preferred future
- High impact strategies



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## The Preferred Future/Vision

- Vision~ "a central component of all great leadership"
  - Clarifies the general direction for change
  - Motivates people to take action in the right direction
  - Helps coordinate the action of different people in fast and efficient ways
- John Kotter, Leading Change

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### The Preferred Future/Vision

- Imaginable
- Desirable
- Feasible
- Focused
- Flexible
- Communicable

■ John Kotter, Leading Change

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### The Preferred Future/Vision

- Vision must be developed with the stakeholders
- Shared vision
  - allows folks to go above and beyond
  - increases buy in
  - reduces enforcement
  - increases creativity and solutions

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### The Preferred Future/Vision

- Comes from the head and the heart
- Is shared & simple
- Is easy to communicate
- Expresses the hope of the community



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