



YOUR PERSONAL VISION STATEMENT

OBJECTIVES:

- Understand how Mission, Vision, Strategy and Goals fit together
- Initiate a personal Vision statement
- Break Down a Vision Statement by roles
- Understand how to create goals and objectives that get you closer to your Vision
- Understand how a team can marry personal vision with an organizational vision for the betterment of both



YOUR MISSION

We are a community creating the product, services and experiences that power project success

YOUR VISION

A world where every project lives up to its full potential for positive impact

YOUR VALUE

We believe in the power of Project Management for social good. We encourage our community to use their skills to make their mark on the world.



Section I: Vision

*“A vision statement is how you turn an hourly laborer into an advocate.”
--Derek Oaks*

RELEVANT DATA:



<https://open.lib.umn.edu/principlesmanagement/chapter/4-3-the-roles-of-mission-vision-and-values/>

FOCUSED QUESTIONS:

What is a mission statement? _____

What do you value as a company and as a team? _____

What is a vision statement to you? _____



What is your team's vision statement? _____

What is your team's mission statement? _____

What are your shared team values? _____

How do you use the Corporate AND team mission statement and values to create team goals, both in earnings and otherwise? _____

CONFIDENCE-BUILDING TOOLS:

1. Introduce team values in staff meetings and initiate conversation about what they mean and how they apply with your team. Refrain, as the leader, from talking anything but last other than to stimulate thought on the part of the team.
2. Include your team in a nested goal-setting exercise to help them see the correlation between the Mission and Values and proposed team goals.
3. Include elements of your team's mission and vision in email, on team boards, staff meetings, etc.

SIGNS THAT IT IS WORKING:

- Your team asks for less direction on daily tasks.
- Your team openly speaks about mission/vision-based goals and objectives.
- Your team will WANT to be trusted with more responsibility to achieve.



Section II: Personal Vision Statement

"Begin with the end in mind."

--Stephen R. Covey

RELEVANT DATA:

- Write your values and mission statement in future tense, describing what you want to, how you want to see yourself. Speak in aspirational terms.
- Write a vision statement that you can live by daily.

"A personal mission statement becomes the DNA of every other decision we make."

~ Stephen R. Covey

"I define personal success as being consistent to my own personal mission statement: to love God and love others."

~ Joel Manby

"If you don't know where you are going, any path will take you there."

~ Anonymous

FOCUSED QUESTIONS:

What do you value?

Where do you want to be in 5, 10, 20 years? Include health-wise, relationship-wise, professionally, spiritually, emotionally, physically. _____

What are your bucket list items? Dream big. _____



How do you want to be known by other people? What do you want people to say when you are not in the room? _____

What people (famous, infamous, unknown) inspire you and have qualities that you want to emulate? Why? _____

Based on the above, draft your vision statement here: _____

Break down who you want to be based on your values and desires. Consider your different roles:

1. Professional _____

2. Spiritual _____

3. Intellectual _____

4. Physical _____



- 5. Family _____

- 6. Recreation _____

- 7. Financial _____

- 8. Other _____

CONFIDENCE-BUILDING TOOLS:

- 1. Review your personal vision statement, then ask yourself if you are able to create goals that align with each of your values and if they lead you to what you want your mission statement to be.
- 2. Ask yourself if your personal vision statement is:
 - a. Forward-facing, a picture of who you want to be at some point in the future.
 - b. Aspirational, stretching who you are to a better version of yourself.
 - c. Motivating. When you read it, does it get you excited about your future?
- 3. Build short-term goals that align with your values and mission statement. Work on them for a specific period, and upon completion of that period of time evaluate whether or not those goals brought you closer to who you want to be in the future.

SIGNS THAT IT IS WORKING:

- You can visualize where you are going, and like it.
- You are better able to set goals because your vision statement leads you to goals that take you where you see your future self.



Glossary

The following is a partial list of definitions and explanations for key elements of this lesson. References in parenthesis where needed.

A-10—The world’s greatest combat aircraft ever created. Designed for Close Air Support (CAS), a mission intended to protect and support ground forces during force-on-force combat. An aircraft built around a 30mm cannon.

Debrief—A ‘post-mission’ tool of many forms designed to review how well a specific task went, and how the results compare to the end-state objectives.

Micromanage—A form of management that demonstrates a lack of trust in the actual owner of a task despite comments to the contrary. A level of supervision that interferes with the execution of a delegated task, that curtails the responsibility of a subordinate. Often, micromanagement entails asking questions regarding a task that ‘lead the witness’, where the subordinate feels like they must answer in a specific way to please their supervisor. Supervision not based on objectives.

Mission Statement—An organization’s purpose, defining exactly what the company is doing now. It includes what the organization stands for, what it is doing, and how you’re accomplishing the mission. The mission statement is the guiding statement for how an organization acts (quantitative.com). A mission statement should:

- Keep the present in mind and define what the organization is doing.
- Directly motivate objectives and goals
- Inspire organizational culture.

Bottom Line: How are you getting to where you want to go?

OODA Loop—Acronym for Observe, Orient, Decide and Act, a decision-making model created by Retired Air Force Colonel John Boyd. This model guides decision-makers at all levels through a process of applying objectives to a specific environment, focus, and observed and expected responses. Col Boyd applied this thinking to air-to-air combat, then expounded the idea well beyond the battlefield and into decision-making of any sort.

Personal Statement—Includes a vision, mission and values defined individually that should direct everything a person does. It defines where they want to go, the path they intend to take, and the guidelines by which they intend to live. It outlines what matters to them, what kind of person they want to be, and their chosen course to get there.

Bottom Line: Where do you want to go, and how will you get there?



Trust—An act that demonstrates a belief in the person, process, or organization and their ability to accomplish specific tasks. Effective trust is specific in nature, verbalized and followed up with acts that demonstrate that trust.

Values—The principles and beliefs an organization or individual holds and works to uphold. Guiding principles, value statements and beliefs and how you and your team intend to uphold them with your team members, clients and associates. Values also serve as a code of conduct, setting guidelines that detail behavior expectations. Values should guide decisions and actions, act as an overarching direction for rules. Examples of values deal with:

- Inclusion
- How you treat others
- Integrity
- Quality
- Accountability
- Process Improvement
- Focus (family first)

Bottom Line: What matters to me?

Vector—The direction of an object, person, conversation, or organization. Separate but linked to energy or motion, as everything has a direction and speed.

Vision statement—A written declaration clarifying your business's meaning and purpose for stakeholders, especially employees. It describes the desired long-term results of your company's efforts. It is forward-thinking, describing an aspirational state for the organization. A vision statement can optimize a company culture, motivate teammates, drive strategic planning, help maintain focus, and remind all why they should believe in the organization. A vision statement can include:

- How you envision the future.
- Where you are now relative to that future.
- Where you want to be in a certain time period.

Bottom Line: Where you want to go?



