

Visioning for Impact



As you transition into the new year, this exercise shifts the focus from reflection to intentional design. By aligning your Purpose, Priorities, and Performance, you ensure that your energy is directed toward the initiatives that create the most significant value for your organization and your life.

Step 1: Align Purpose

Before diving into "what" you will do, you must anchor yourself in the "why." Purpose acts as the filter for every decision you make as a leader.

- Personal Perspective: Define the leadership legacy you want to build this year. What is the core contribution only you can make?
- Team Perspective: Re-evaluate your team's "Reason for Being." Does every team member understand how their work connects to the company's larger mission?
- Reflection Prompt: If you stripped away all the routine tasks, what is the one "impact area" where you and your team are truly indispensable? ³

Step 2: Design Priorities

Strategic leadership requires the courage to say "no" to the good so you can say "yes" to the great. This step helps you distinguish between urgency and actual impact.

- The Vital Few: Identify the 3–5 strategic pillars that will drive 80% of your results this year.
- The "Stop-Doing" List: For every new priority you add, identify one existing project or habit that must be delegated, deferred, or deleted.
- Reflection Prompt: Looking at your current calendar, what percentage of your time is spent on "Deep Work" versus "Maintenance Work"? What shift is required to increase your impact?

Step 3: Amplify Performance

Vision without execution is just a hallucination. This step focuses on the systems, rituals, and support structures required to sustain momentum throughout the year.

- Leadership Rituals: Design a weekly "Pulse Check" for yourself and a "Sync" for your team to ensure alignment with your core priorities.
- Resource Alignment: What tools, technology, or additional headcount are required to remove bottlenecks and accelerate performance?
- Reflection Prompt: How will you measure success beyond the bottom line? Consider team engagement, personal well-being, and leadership growth.

Pro Tip:

The most effective leaders don't just manage time; they manage energy. Regularly check the alignment between your daily actions and your high-impact vision. If you find yourself drifting back into "busywork," use your Visioning for Impact notes as a recalibration tool to return to a strategic mindset.

Reflective Questions for Guidance

Purpose Questions

1. What is the "North Star" that will guide your leadership decisions over the next 12 months?
2. How does your personal growth plan align with the strategic goals of the organization?
3. When your team looks back at this year, what will they say was their most meaningful contribution?
4. What values must you embody daily to inspire the performance you expect from others?

Priorities Questions

1. If you could only achieve one primary objective this year to consider it a success, what would it be?
2. What are the "high-noise, low-value" activities currently draining your team's capacity?
3. Where have you been "playing it safe," and where do you need to take a calculated strategic risk?
4. What are the three specific boundaries you need to set to protect your time for strategic thinking?
- 5.

Performance Questions

1. What feedback loops do you have in place to ensure you are hearing the "ground truth" from your team?
2. What specific skill or competency does your team need to develop to reach the next level of performance?
3. Who are the key stakeholders or mentors you need to engage to support your vision this year?
4. How will your daily habits change to reflect your new commitment to impact over activity?

Does your team need an Impact Pivot? [Click here for a 30-minute discovery session](#) to learn more about a Leadership Alignment Workshop for you or your team.