



A Leader's Journey: Visioning and Goal Setting

One afternoon on a hike at the Delaware Water Gap, New Jersey, I came to a wide grassy field. I dared my friend to walk in a straight line and cross the field. We decided to measure our progress by the number of steps we took to cross the field. We were two teen age girls up for a challenge.

My friend started first. She noticed that she was glancing at her feet, looking in front and sometimes in back of her to check her whereabouts. Walking with her, she arrived at the end of the field in 92 steps. We walked back to start over again for my turn. I had a plan. I saw a tall tree across the field and glued my eyes on it. Other than occasionally checking on my footing, I didn't take my eyes off the tree. I made it across in 63 steps.

Although it was a fun exercise, I realized how important it is to have a clear vision and goals to focus on to arrive at my destination. This is true whether it is about our lives or our leadership roles at work.

Visioning & Goal Setting for Leaders

Stephen Covey mentioned in his book, *7 habits of Effective People*, we must create a vision:

- **Begin with The End in Mind** (Repeat that slowly to yourself). There is a starting point.
- **There is an End.** This is where you want to finish.
- **In Mind,** Visions are created in your mind, and not someone else's.

There are six (6) dimensions of a vision that will lead you towards fulfillment.

1. **Imaginable**-it must paint a picture in your mind.
2. **Desirable**-it must be something that brings you great satisfaction in order to move you toward the vision.
3. **Feasible**-it must be attainable and realistic for you.
4. **Focused**- it has to be clear enough so you know whether you are on or off course.
5. **Flexible**-it has to be general enough to allow for alternative responses in light of life changes.
6. **Communicable**- you must be able to communicate your vision to others.

Visioning and setting goals are a process that takes time. Give yourself the gift of time for introspection and reflection. Most people don't do this. It will give you time to:

- Identify your purpose and direction
- Break your typical thinking and get creative
- Provide more effective and productive use of your time
- Examine where you are now and where you want to go.

Are you ready? See the vision, create the best strategies possible, and take the action steps!

To learn more about our workshop on Visioning and Goal Setting, contact us on www.siroccocc.com or 440 338-2537.

We invite you to pass this blog on to your colleagues or friends.

Here's to your success!

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