

LESSON 7

The Law of the Compass

“Vision gives team members direction and confidence”

- Great vision precedes great achievement.
- Lacking of vision can cause the group that has plenty of talents, resources, opportunities and team members got along but the group just never gets anywhere.
- Every team needs a compelling vision to give it a direction.
- Leader or not leader, identifying a compelling vision for the team is still important.
- Vision shows whether the team is going the right direction.

A team’s vision must be aligned with:

- **A Moral Compass (Look Above).** It brings integrity to the vision. It helps all people in the team to check their motives and make sure that they are laboring for the right reasons.
- **An Intuitive Compass (Look Within).** Where integrity brings fuel to the vision, passion brings fire. And the true fire of passion and conviction comes only from within.
- **A Historical Compass (Look Behind).** Don’t remove a fence before you know why it’s there. There might be a bull on the other side! A compelling vision should be built on the past not diminish it. It should make positive use of anything contributed by previous teams in the organization. When you cast a vision, make sure you create connection between the past, present and the future. Tell stories to relate to principles, principles alone fades easily in people’s mind.
- **A Directional Compass (Look Ahead).** A goal motivates the team.
- **A Strategic Compass (Look Around).** A goal won’t do any good without steps to accomplish it. Vision without strategy is more like a daydream. The value of strategy is that it brings process to the vision.
- **A Visionary Compass (Look Beyond).** Look beyond current circumstances. Leaders need to challenge members to hit their potential.

Team thoughts: When you see it, you can seize it.

Becoming better team member:

- Clear about the vision of the organization.
- If the team doesn’t have one, try to help developing one.

Becoming a better team leader:

- Communicate the vision to the team members and keeping it ablaze in each team member.
- Vision message possesses: **Clarity, Connectedness, Purpose, Goals, Honesty, Stories, Challenge, Passion, Modeling, and Strategy.**

