

7.3 OBSERVATIONAL EXERCISE

Leadership Vision

Purpose

1. To understand the way visions are constructed by leaders in ongoing groups and organizations
2. To identify strategies that leaders employ to articulate and implement their visions

Directions

1. For this exercise, select two people in leadership positions to interview. They can be leaders in formal or informal positions at work, at school, or in society. The only criterion is that the leader influences others toward a goal.
2. Conduct a 30-minute interview with each leader, by phone or in person. Ask the leaders to describe the visions they have for their organizations. In addition, ask, "How do you *articulate* and *implement* your visions?"

Leader #1 (name) _____

Vision content

Vision articulation

Vision implementation

Leader #2 (name) _____

Vision content

Vision articulation

Vision implementation

Questions

1. What differences and similarities did you observe between the two leaders' visions?
2. Did the leaders advocate specific values? If yes, what values?
3. Did the leaders use any unique symbols to promote their visions? If yes, what symbols?
4. In what ways did the leaders' behaviors model their visions to others?