

# CREATING A SHARED VISION

At its simplest, a shared vision is a common caring. It answers the question, "What do we want to create?" A vision is not just words; it represents what people carry in both their minds and their hearts. A vision is shared when two or more people have a similar "picture" of what we want to create and are committed to one another to having "it" happen. A bond is created when people share a common aspiration.

Shared vision is vital in order for organizations to succeed because it provides focus and energy. Most people want to be a part of something bigger than they are alone. A shared vision with a family, a group or an organization provides that. A shared vision adds dimension to an individual's personal identity.

Without a vision, separate self-interests can override collaborative interests. A collaborative is a number of individuals trying to express their own personal visions and get their individual needs met. With a common vision, we apply collective power and subordinate separate self-interests to the larger purpose. Without a shared vision, there is no collaborative; rather, it is a coalition or information-sharing group.

Shared visions emerge from personal visions. Your expression of your personal vision is key to your successfully contributing to the collaborative vision and can be a first step in establishing yourself as a collaborative leader.

The first step in creating a shared vision is creating a personal vision.

## Shared Vision

- ✓ Shared vision emerges from personal visions.
- ✓ A shared vision uplifts people's aspirations.
- ✓ Every entity has a destiny: a deep purpose that expresses its reason for existence.
- ✓ Shared vision fosters risk taking and experimentation.
- ✓ A shared vision is fluid.

