LEADERSHIP AND VISION

by

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The role of a leader is not just to explain and clarify. Leaders “create meaning for people” by amassing large amount of information, making sense of it, integrating it into a meaningful vision of the future, and communicating that vision so people want to participate in its realization. In this sense, visions have the power to lift people out of the monotony of the daily work world and put them into a world full of opportunity and challenge.

In the Book of the Proverbs it said, “Where there is no vision, the people perish.” This is as true in business as it is in life. Organizations whose leaders have no vision are doomed to work under the burden of mere tradition. They cannot prosper and grow because they are reduced to keeping things the way they have always bee.

True leaders see things differently. They are guided by another belief more in keeping with the competitive world in which we live. Realizing that there is always room for improvement, they believe that no one has ever done anything so well that it cannot be done better.

For leaders a vision is not a dream; it is a reality that has yet to come into existence. Vision is palpable to leaders; their confidence in and dedication to vision are so strong they can devote long hours over many years to bring it into being. In this way a vision acts as a force within compelling a leader to action. It gives a leader purpose, and the power of the vision and the leader’s devotion to it work to inspire others—who sensing purpose and commitment, respond.

According to Peter Kreeft, a professor of Philosophy at Boston College says “to be a leader you have to lead people to a goal worth having something that’s really good and really there...” That essential “something” is the VISION.
To be effective, leaders cannot force their vision upon organization. Imposing it will in all likelihood, elicit rejection temporarily and as a result, waste time and money. Additionally, this approach leads to frustration and anger, which can easily result in unnecessary failure. Under an autocratic leader, imposing a vision on the organization results in compliance rather than commitment, which required for the long-term success of a vision. Ideally, a leader shares that vision with people in the organization, to come to comprehend the vision, they offer their commitment.

Having committed to a vision, organizational members begin to participate in shaping it, fashioning it to reflect their own personal visions—pictures or images they have in their hearts and minds about their futures and their contributions to the organization. At this point, the leader’s vision becomes a shared one, after which people in the organization become even more committed. Shared vision creates a commonality of interests that enables people to see meaning and coherence in the diverse activities of the typical workday. Furthermore, a shared vision causes people to focus on the future and what it holds—not simply because they must, but because they want to.

Equally important, a vision when shared by employees, can keep an entire company moving forward in the face of difficulties, enabling and inspiring leaders and employee alike. Moving toward the same goal, individuals work together rather than as disconnected people brought together into a well-organized and harmonious matrix working together toward a common goal.

Vision is essential for the leader and vision will serves as guides in a particular direction. It will provide real guidance to people to generate a certain goals and tasks. Leaders must produce specific plans for making a vision reality.

Leaders come in every size, shape and disposition—short, tall, neat, sloppy, young, old, male female every leader will share at least one characteristics; a concern with a guiding purpose, an overarching vision, they were more than goal directed.
References:


www.leadership@vision_files/search.htm

Business Articles by Neil h. Snyder and Michelle Graves, published Jan-Feb., 1994