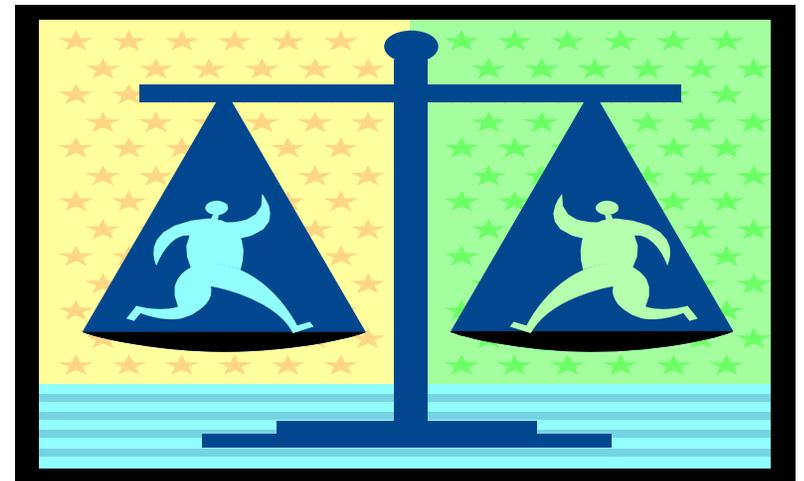


# Balancing Leadership Energy through Vision and Clarity



# Objectives

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- Develop your personal vision as an oncology nurse leader
- Identify elements of your personal philosophy of leadership
- Incorporating personal results from LPI and Values exercise

**The Dream or Vision is the  
force that invents the future.**

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**Leaders have a desire to make  
something happen,  
to change the present  
circumstance,  
to imagine realities that have  
never been experienced.**

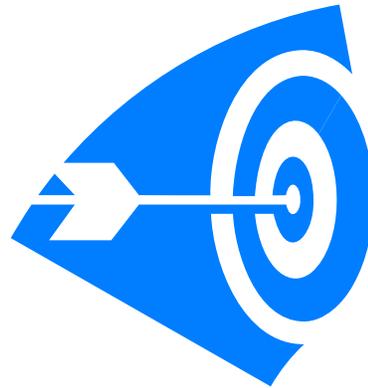
# What are the elements of leadership?

- Vision of what the world could be
- Self confidence to step into the unknown
- Self confidence to inspire others to share your vision
- Unending energy, focus, passion for the job
- A love of people

# What is a Vision ??

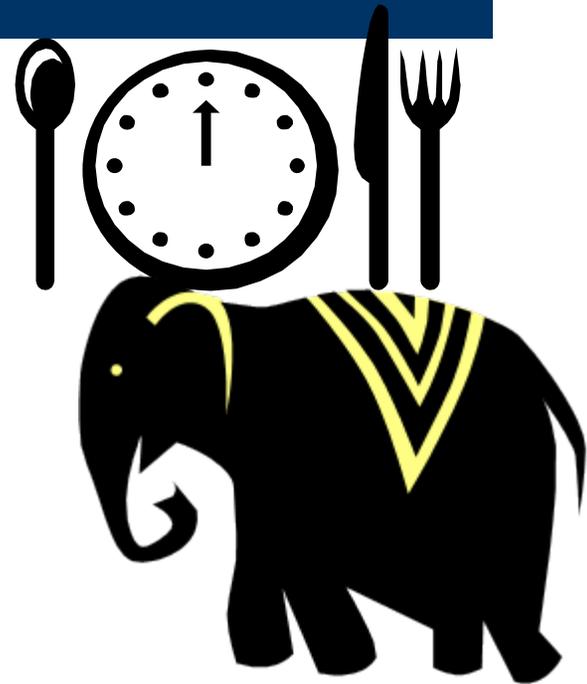
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- Vision is a unique and ideal image of the future for the common good



# How do you eat an elephant?

- Vision is the brain
- Philosophy is the heart
- Both parts are needed to understand personal leadership style.



# Why Write a Personal Vision Statement?

To express:

- your purpose
- your life's dream
- your core values & beliefs
- what you want for yourself
- what you want to contribute to others
- what you want to be

# Characteristics of a Vision Statement

Engages your heart & spirit

Taps into embedded concerns & needs

Asserts what you want to create

Is something worth going for

Provides meaning to the work you do

Is a little cloudy and grand

Is simple

Is a living document

Provides a starting place from which to get more specificity

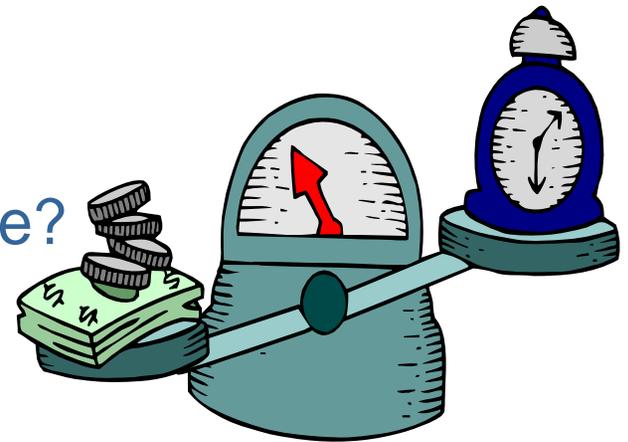
Is based on quality and dedication

# Key Elements of a Vision Statement

- Written down and referred to daily
- Written in present tense, as if it has already been completed
- Includes a variety of activities and time frames
- Filled with descriptive details that anchor it to reality

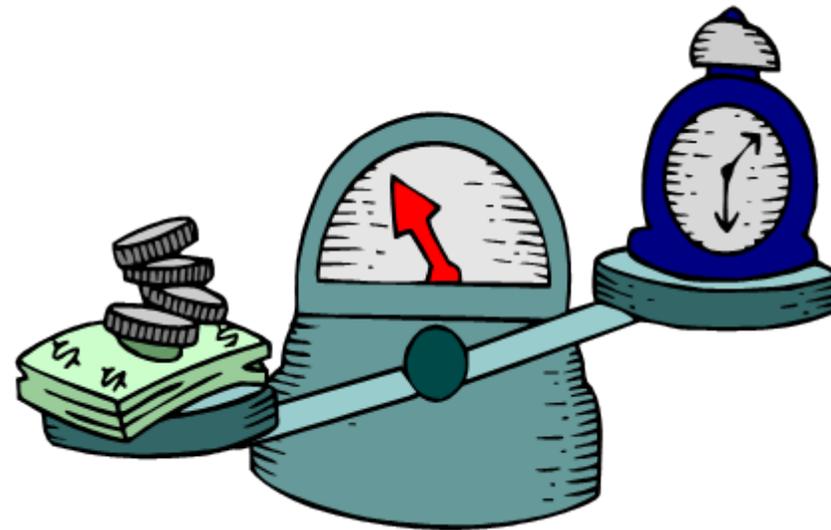
# How do you find balance?

- Internal
  - Inventory of your resources
  - What's your expertise?
  - How well can you communicate?
- External
  - Inventory your environment
  - Who is your mentor?



# How do you balance your vision with your resources?

- **Internal resources**
  - Stamina
  - Ability to influence others
  - Self Understanding
  - Personal priorities
- **External resources**
  - Support from boss
  - Support of followers
  - Support from mentor
  - Environmental readiness



# Vision

- Your Dream!
- Describes the ideal future
- Useful for years, but can change over time
- A dream that others are willing to work for
- Captures image, destination or significant milestone



# Vision and Clarity

- Defining shared values and engaging people in positive action in pursuit of these values creates clarity
- Commitment to a purpose that transcends self
- Vision creates clarity!



# Vision and Clarity

Effective leaders exhibit clarity of purpose, often about creating and sustaining a process; clarity of values:

- Commitment to a cause that transcends self
- Recognize a spiritual imperative, ethical and moral standards that provide guidance



# Locus of Vision: Traditional Leadership

- Solitary, charismatic leader provides inspiring vision
- Persuades others to align in support of vision
- Motivates others to achieve the vision



# Locus of Vision: Collaborative Leadership

- Shared vision leads to mutual understanding and commitment
- Provide inspiration
  - Provide means for creating shared vision
  - Help stakeholders set direction and move ahead



# What Visions Are Not

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- A mission statement: “Why do we exist now?”
- A strategic plan: “How do we plan to get there?”
- A set of objectives: “We will accomplish X by Y time to Z% target audience.”

# Vision

- **ONS Vision**

To lead the transformation  
of cancer care

- **M.D. Anderson Cancer  
Center**

We are making cancer  
*history*



# Vision

- **M.D. Anderson Nursing**

We are creating a community of exceptional nurses, engaged in extraordinary practice.

- **Personal Vision**

I will use my intellect, compassion and skills to deliver the best possible oncology nursing care to all my patients and their families



# Shared Visioning Process

1. Develop personal vision of project.
2. Share visions in groups, refine and list common themes.
3. Record common values/themes among visions and post.
4. Group common themes, name groupings, check for alignment.
5. Write group vision statement.