

Creating a Powerful Vision

In the early days of establishing the Family Action Centre, an inclusive vision-creating process was critical in articulating a way forward and giving staff the belief and confidence that a future was possible from these fragile beginnings.

The successful future of any organisation depends on its capacity and willingness to create a courageous and robust vision. Here we understand 'vision' to mean how staff members wish the organisation to feel and look, as well as the quality of the personal and professional interactions and relationships they engage in and nurture.

When articulating this vision staff members are encouraged to dream big, focus on the larger picture as well as the small day-to-day detail, and to be bold, courageous, idealistic and not to limit their vision in any way. They are encouraged to identify the possible barriers to their vision, and consider what they are personally prepared to do to ensure the vision becomes a reality.

Importantly, staff are also encouraged to consider the spiritual (ie. the non-material), as well as the material aspects of their workplace. It is spiritual characteristics such as trust, care, commitment, joy, forbearance, determination, creativity, respect, and compassion that inspire and motivate the development of a unified, supportive, affirming and productive organizational culture.

When invited to participate in generating a shared vision, staff are more likely to take steps to ensure that it is created and protected. They are also more likely to own the vision, develop pride in the resulting culture, and be open to conversations that ensure ongoing improvement.