

# TEAM PLANNING: SHARING YOUR VISION AND GOALS

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Could you imagine playing a game of basketball but not knowing which hoop is yours, or not knowing the score of the game, or better yet, not even knowing any of the rules? Often this is exactly how our employees feel when we throw them into our daily business and tell them to “Sell”!

It is important to know where you are currently (TODAY) and where you want to be in the future! This is a vision. Sounds simple right? Well, it is if you have actually thought about it, spoke about it and take the right steps to actually get there!

## **Ask your team if they know what your vision is?**

Don't give them any hints, or tips just ask them if they know what the vision of your business is for X time period?

## **What did they do or say?**

If 1 out of 4 employees knew exactly what your mission for your business is, that is only 25%... The other 3 are aiming at the wrong target or perhaps didn't even know they were playing a key role in YOUR LIFE DREAMS or FINANCIAL FUTURE? They don't know - Scary isn't it?

**From your goal setting and vision challenges, what is your why in this business and what are you trying to achieve?**

## **The Finish Line - What is your VISION for your Business?**

Verbalize this Vision! Repeat it! Write it down! Post it around your business!

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## **What is your Mission?**

Your MISSION - Is Your Lane - Staying in your LANE to achieve your VISION!

(If you get out of your LANE then you are likely to get side tracked or off course and delay your VISION) What do you need to focus on to achieve your VISION?

## **Now back away from your VISION and layout GOALS to achieve what your VISION really is!**

These are goals you will share with your team, some may come from your own personal goal setting challenge worksheet, broken down in attainable chunks for your staff.

Be Specific! Measurable! Provide Time Limits!

## **Here are a few rules to this game to share your vision with the team:**

1. You can't reach your destination on your own! Build a team that is on board.
2. You will fail if you do not TRAIN your staff to stay in your lane and remain focused on your end goal.
3. You will need to celebrate along the way - celebrate your wins as this journey is rough and you and your staff will get tired, frustrated and want to quit at some point along the way. How do they like to be rewarded?
4. Keep Training - continued training will not only keep you motivated it will keep your team focused.
5. Document your journey - make an actual measurable road map to put on display to keep people "IN THE KNOW" about progress. Think red thermometer!
6. Hold weekly/monthly meetings to bring everyone up to speed on progress - VERBALIZE!
7. Hold people accountable - everyone should know their role and understand how their productivity helps build or destroy the team. They are a link of the chain.
8. Communication - Communication - Communication