

VISION

Issue: 7September 2012

WHAT'S NEW THIS MONTH?


ASK ROXI QUESTION

5 DAYS THAT WILL CHANGE YOUR LIFE!

5 THINGS LEADERS DO TO CREATE A VISION

5 THINGS LEADERS DO TO KILL VISIONING

GOOD NEWS!



ASK ROXI

Please send me your questions.
[CLICK HERE](#)

AUGUST QUESTION

"How do we make sure we hire the right leader? We've failed twice already and can't afford to miss the mark again."
.....
This is a Pay NOW or Pay LATER deal. You need to have a rigorous process that looks at your candidates from many angles. ABCDEF - Attitude, Brains, Character, Drive, Experience, and Fit.

Many organizations take the "short cut" - the old standard, resum💎 plus interviews and maybe some kind of skills test. Often only looking at most at B, D, and E.

That's a sure way to get the wrong person over and over again. And it turns out it's not a short cut at all!

TO READ ROXI'S FULL ANSWER

[CLICK HERE...](#)

Did you miss a Newsletter? No problem, choose any from the

ARCHIVE


[CLICK HERE!](#)

HIGHLY RECOMMENDED BY ROXI

BOOKS

Trust and Betrayal in the Workplace

Reina and Reina Authors



What do YOU want to see around the next corner?

Greetings!

After a long hot summer, I'm looking forward to the change of seasons and a change in energy. Did you give yourself permission to recharge in August? I figured you might not be all that juiced up about getting one more email, so I gave August a rest. I hope you took some time this summer to vision for yourself, your job, your family. If not, there's no time like today to start thinking about tomorrow!

Over the past 8 weeks, I've worked with five clients who have one thing in common...they all asked me to help them create a powerful new vision for their organization. And...we did! Every one passed the "goose bump test." That means when we saw, heard, and felt it... it vibrated through our bodies. That's when we knew we'd hit the target. As we look to the future: who will be President, what "vision" will the American people choose, and thinking hard about where we are going ourselves...it seems just the right time to be talking about visioning - both personally and at work. I love these quotes about visioning:

"To the person who does not know where he wants to go, there is no favorable wind." *Chief Seneca*
"Dreams are extremely important. You can't do it unless you can imagine it."
George Lucas

One of the biggest traps when visioning is to confuse our vision with our mission statement. Another common mistake is to lump vision together with a laundry list of strategies and tactics. This month I'm going to clear that all up so you can vision away with confidence!
These are my brief definitions of terms:
Mission = our purpose: why we exist, do business, what we do
Vision = our passionate dream for the future: we're not there yet and want to be
Values = our promise: how we will conduct ourselves while executing on our mission and advancing toward our vision.
Strategy = our focus: those significant few things we will do to advance us toward our vision
Tactics (or Goals) = our actions: those activities/work, that when accomplished, align with our mission and vision AND achieve our strategies

Then there is the "great vision test," without which, you won't get very far.

1. Inspiring: The vision is worth committing your time and life force
2. Clear: The vision creates a clear picture of your desired results
3. Credible: The vision will stretch the sense of what's possible and still be believable,
4. Commitment: The vision is more than a good idea. You own and embody it.

Courtesy of Robert Gass and the Art of Leadership

Easier said than done, my friends! It takes some hard work and gear shifting to get us out of our left brains and into the right side where visioning takes place.


"If you limit your choices only to what seems possible or reasonable, you disconnect yourself from what you truly want, and all that is left is a compromise."
Robert Fritz

Of course, visioning alone is not enough. As Thomas Edison said, "Vision without execution is hallucination." I regularly vision the future I want to create. And the wonderful truth is...every significant achievement in my life began with a clear vision coupled with an execution strategy. While I have not quite achieved every vision, yet, there is still time.

If you want to know more about visioning, click here.. [Read More](#)

TRUST...

We know when we got it and when we don't

 [Click here to see a short video](#)

[3 Big Ideas About Trust](#)

5 DAYS THAT WILL CHANGE YOUR LIFE!

Click above for Brochure and Registration Information

HOLD THESE DATES:

APRIL 29 - MAY 3, 2013

LEADING WITH IMPACT: YOUR RIPPLE EFFECT

5 DAY LEADERSHIP INTENSIVE

AT HIGHLAND LODGE CENTER

IN THE BEAUTIFUL FINGERLAKES OF NY

Personally led by Roxi Hewertson and Jenn Kaye

A week to remember!

5 THINGS LEADERS DO TO CREATE A VISION

1. Feel it in your bones
2. Consider the legacy you want to create
3. Think about "ideal"
4. Create a visual model of a new reality
5. Communicate your vision to those you lead

5 THINGS LEADERS DO TO KILL VISIONING

1. Stay stuck in the past or present
2. Worry about the "how" vs. the "what"
3. Stop imagining
4. Forget to share it
5. Fail to inspire anyone

GREAT NEWS!

Seriously...this is BIG!

A lot is happening here at Highland Consulting Group, Inc. We are very excited about our **new *Leading With Impact: Your Ripple Effect, On-line leadership course, and our new "ASK ROXI" web site.*** Both are gearing up for an early 2013 release. Yes, these are becoming visions realized!! You will have the option of being part of a leader learning community - sharing your challenges and triumphs, and getting our tools, strategies, and advice... right in your living room or office. We'll also be providing companies and organizations the opportunity to obtain **multiple licenses for on-site leadership cohorts** with outstanding facilitation tools your in-house HR/OD professionals can use to create a positive group learning experience. We'll be offering Webinars, Teleconferences, and of course, the upcoming AskRoxi blog.

JUST IMAGINE...

the luxury of learning practical tools about leadership on your own or with your team. We will be pilot testing our program with leaders in the Higher-Ed and Corporate arenas before we roll it out to the world, to make sure you get the very best we have to give.

We'll let you know before January about opportunities for the individual leader pilot tests we will be running.

AND...we are delighted our Highland Consulting Group, Inc. **web site has undergone a massive overhaul** to make it more user friendly and informative. We will have the new site up and running by the end September. In the meantime, our current site continues to be up and active and the address will be always be the same.
<http://www.highlandconsultinggroupinc.com>



Check out TWITTER for leadership tips every single day. You can follow me there at AskCoachRoxi. Just click on the little blue birdie below. We're now connected to over 5000 folks and growing fast. Thanks for following!

Please share the ASKROXI newsletter with anyone you think would enjoy and benefit from it. Thanks for your forwards and to all our new subscribers. Remember, you have access to archived newsletters by clicking on the ARCHIVE link in the left column

SEE YOU NEXT MONTH!



May the Vision be with you,


Roxi Bahar Hewertson
CEO and President - Highland Consulting Group, Inc.



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