

Hi, my name is John. I'm the CEO of D Jungle People. We're a training consultancy provider. I've been working with teams and managers for the past 16 years. One of the biggest challenges that some of my clients face is in how to create a strong team vision for their teams. Today, what I will share with you are four simple steps in creating a strong team vision. This strong team vision will help your team come together as one stronger, better, tighter unit.

Now, why team visions? Team visions are critical because they form direction and they give clarity to the team. It helps the team understand where they are headed. If you are team leader, manager, or even unit head, here's what you want to do.

A lot of people think crafting team visions are really difficult. It is not that difficult. Here are four simple steps. They are simple, but they are not easy. The first step is to take some time off. We call this the reflection stage. What do you do? You think. You find a quiet spot, somewhere where people won't disturb you or even find you. Turn off your phone and just think. Here are some questions to guide your thinking.

1. What kind of team do you want them to become?
2. Why should they become like that?
3. What would they need to do in order to become that dream team?
4. What's in it for them?

These are some questions to help you get started in the reflection stage.

Now that you have completed step 1, it's now time for step 2. It's really simple. All you need to do is go find some friends. You do know what those are, right? Get some friends and then share your thinking process with them. Tell them what you're thinking and then watch. Look for their responses. Do they look happy? Do they look inspired? Are they engaged? Are they cynical? Was there sarcasm? Their responses will give you an idea of what your team members will say. At this stage, if you need some feedback from us, you can also leave a comment or a video below. We are happy to help.

Now, on to step 3. In step 3, a lot of people find this to be the most intimidating. What I want you to do is gather your team members and find a quiet place where you can talk. Somewhere informal probably works best. Maybe a restaurant, but make sure it's quiet so you can talk. What do you do during that time? Share. This is the sharing stage. Now that you have reflected, and tested it out, now I just want you to share. No big words, no bombastic language. Just sharing from the heart what your vision and your dream for them looks like. Don't forget at this point nothing is carved in stone. So do accept feedback and criticisms. Make your team members part of the building process. They've got to feel a sense of belonging and a sense of ownership to that dream vision.

For the fourth and final step, this is the simplest yet most difficult of them all because this is the beginning of the rest of the journey. Now that you've got an idea and a clearer picture of the team vision, the challenge is to finalise it. Make it

succinct enough to fit into two or three sentences at the most and use that in formalising a vision. What you then need to do is operationalize it. A big word, but what that means is you've got to figure out what are the steps and behaviours people need to demonstrate in order to bring this vision to life. Now you've managed to start the journey to building a strong team vision. How do we then move on? Well, that's another video.

Exercise: After you have completed the first two steps, leave a comment below on your experience.