Fulcrum Point

Workshop outline · Leading people

Crafting a Vision, Mission and Values Statement.

Give your team a vision, a mission and values at its own level, tied to the organization's. Leaders set the what and the why so the team can work out the how.

For

Leaders who want their team to go beyond business as usual, and who want to give people room to act without micromanaging them.

Format

One day. In person or live virtual.

What it is for.

People are more engaged when their leader connects their daily work to the purpose of the organization. In practice that link is often weak, and it falls to the team leader to make it clear, short, and relevant at the team's own level.

Participants draft a team-level vision that gives purpose, a mission that says what everyone must do and why, and the boundaries and freedoms within which the team may act. They define team values and the behaviors that show them, choose the metrics that measure performance, and plan how to build all of it together with the team.

What you leave with.

- A team-level vision, mission and values statement aligned with the organization
- A way to identify the metrics that measure performance
- Tactics for involving the team in creating the statements
- A plan for developing the statements with your team

Why it matters.

- A team with direction needs less supervision
- Vision and mission are the groundwork for goal setting and action planning
- Involving the team raises collaboration and commitment

Format.

Length	One day
Mode	In person or live virtual
For	Leaders who want their team to go beyond business as usual, and who want to give people room to act without micromanaging them.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

Senior Fellow and Council Director, The Conference Board, Asia. Founder, Fulcrum Point.

Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

fulcrumpoint.co