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Washington



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**Strengthening
Programs.
Empowering
Youth.**

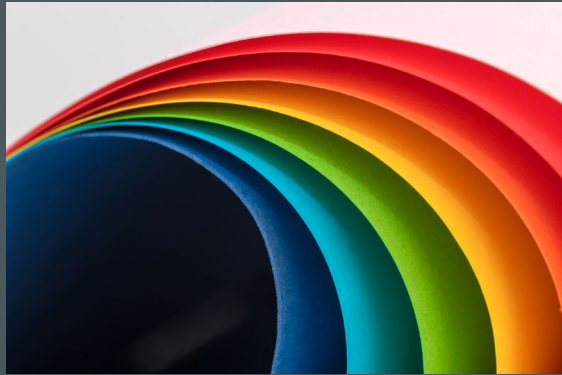


Shared Vision and Alignment

**Creating a foundation for Personal and
Organizational Success**

April 5, 2023

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**“Burnout was our greatest challenge
until we changed our mission statement.”**

Cartoon ID: mission2



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Agenda

- Introduction
- What are Vision, Mission, and Core Values
- The Importance of Vision
- Explore Shared Vision
- The Importance of a Shared Vision: Creating Alignment
- How to Build your Organization's Vision
- Next Steps



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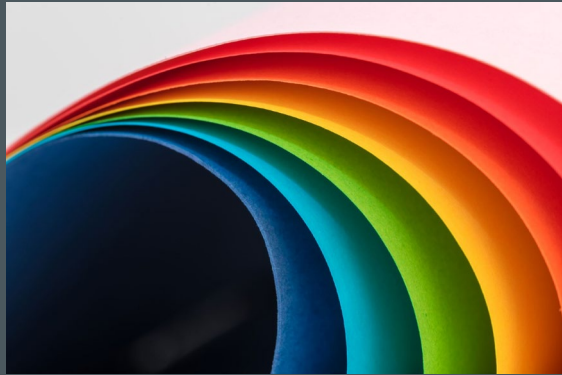
Meet Your Presenters



Jackie Smith
Business Operations Manager



Zack Sims
Business & Project Operations Administrator



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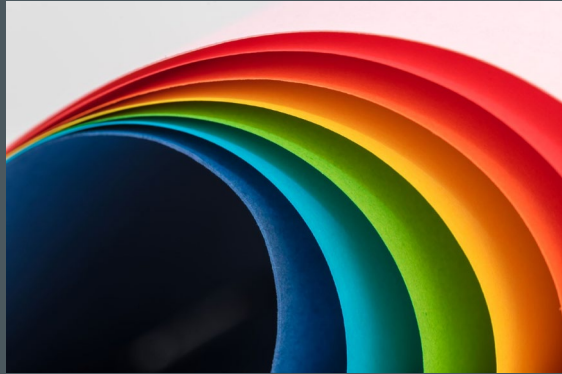
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Guess that Hometown or City

Since we may all be from different places, different towns, and different states, we are going to do an exercise that helps us get to know each other.

**Please describe
your hometown or nearest city.**

The challenge— You can't say it's name. Instead, you should pick a name, city product, or another notable fact and we will have to figure out if we can guess what your hometown is.



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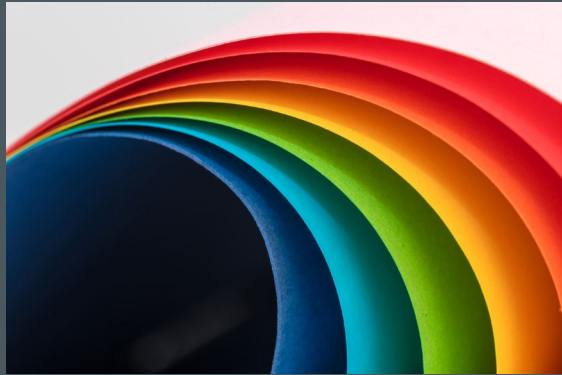
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WHAT IS A VISION, MISSION, AND CORE VALUES

“CREATE THE HIGHEST,
GRANDEST
VISION POSSIBLE FOR
YOUR LIFE, BECAUSE
YOU BECOME
WHAT YOU BELIEVE.”

-OPRAH
WINFREY





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“The **greater** danger for most of us lies **not** in **setting** our aim too **high** and falling short; but in **setting** our aim **too low**, and **achieving** our mark.”

Michelangelo





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Vision:
Where we want to be
(Simple, Memorable, & Inspirational)

Mission: *What we do every day to get there*

Core Value

Core Value

Core Value

Core Value

Core Value

Our core values are the *Guiding pillars to support us*



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Vision: What is your vision? What are you working towards, where does your future lie? Take a moment to write it down.



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*Mission: What is your mission? Why do you exist
Take a moment to write down your mission.*



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Core Values: How do we conduct ourselves to service our mission and vision? *Take a moment to write it down.*



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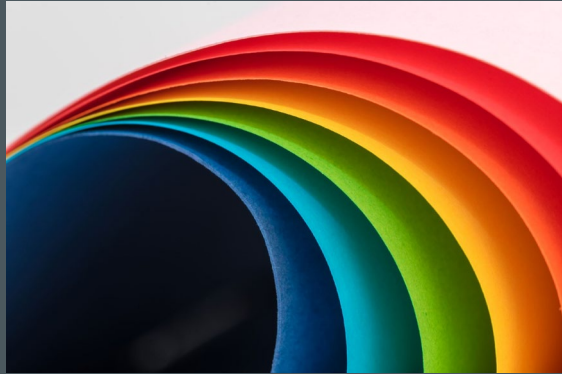
A Vision Statement

A vision statement describes the desired **long-term results** of the organization's efforts

It is **future-based** and meant to **inspire** and **give direction** to the **employees** rather than the clients served

A vision should **motivate the team** to make a difference and to **be part of something bigger** than themselves

Demonstrates how the **world will be different** with your organization in it

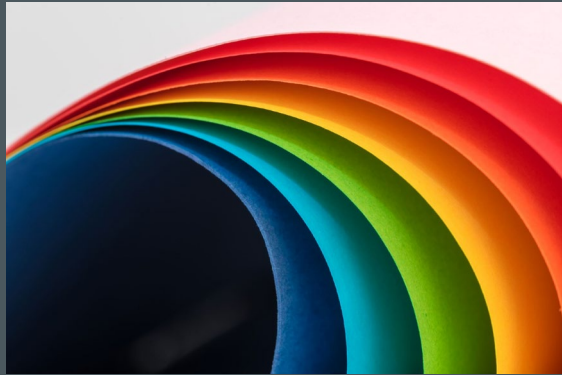


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VISION STATEMENT EXAMPLES

- **TEACH FOR AMERICA**: ONE DAY, ALL CHILDREN IN THIS NATION WILL HAVE THE OPPORTUNITY TO ATTAIN AN EXCELLENT EDUCATION.
- **IGNITE**: IGNITE ENVISIONS A WORLD WHERE ALL YOUNG PEOPLE HAVE THE SUPPORT THEY NEED TO BE DEFINED BY THEIR POTENTIAL, NOT THEIR CIRCUMSTANCES.
- **FEED THE CHILDREN**: CREATE A WORLD WHERE NO CHILD GOES TO BED HUNGRY.



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THE IMPORTANCE OF VISION





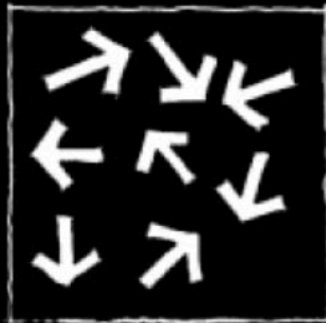
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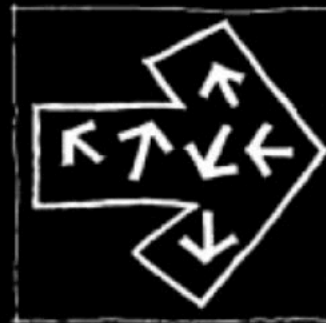
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No Vision



Imposed
Vision



Shared Vision





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- **Employees who find their company's vision statement meaningful have engagement levels of 68%; 18 points above average**





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SHARED VISION





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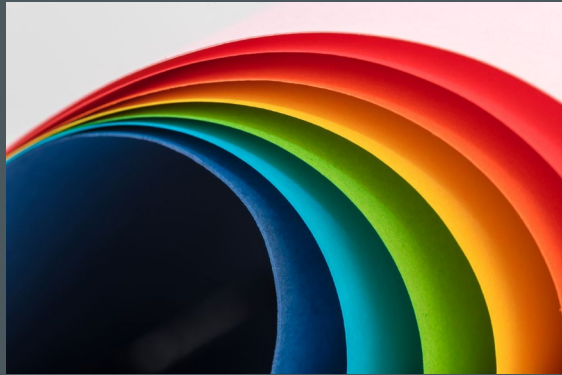


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SHARED VISION SOWA

“Serves as an anchor for the youth in the community that the you will support the students academically, socially, and emotionally. SOWA’s vision is to build a stronger, more equitable expanded learning system for Washington state.”



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THE IMPORTANCE OF A SHARED VISION



When your core purpose, values, and vision are all aligned, it creates a firm foundation on which your company can weather any storm.

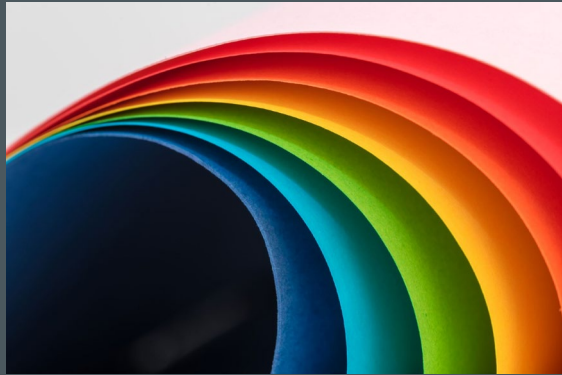


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A shared vision serves three purposes:

1. In an organization, it shows the direction an organization is heading.
2. It motivates staff to take any action that helps them move in the direction, even if there is conflict.
3. Implementing an organization's vision makes actions a coordinated and collaborative effort bringing about efficiency and cost effectiveness.



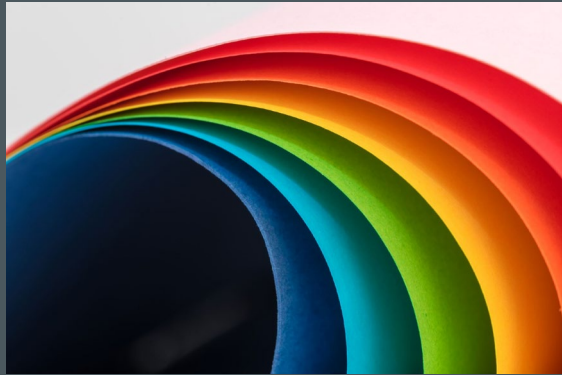
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SHARED VISION BENEFITS

Team members and colleagues become more involved when a leader uses a shared approach. Creating a shared vision inspires ownership, commitment, and alignment.





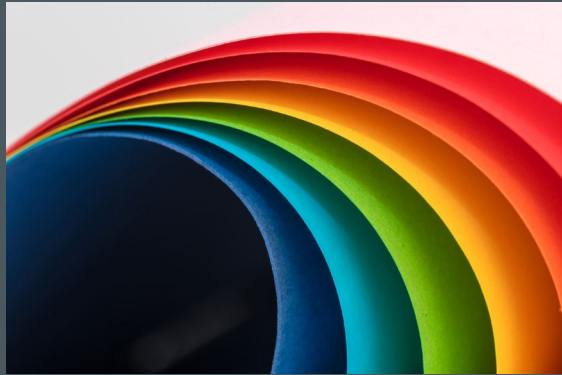
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THE POWER OF A SHARED VISION

WATCH THE VIDEO

- Dr. Mohamed Khalif from the non-profit Washington Academy for International Medical Graduates (WAIMG)
- International Medical Graduates (IMG's) receive training and support to gain residency and secure jobs at healthcare centers across the Country.
- Empowering stakeholders to become forces of change in their community by passing legislation at the State level
- Collaborating with members of the community, such as healthcare systems, employers and community leaders, to support IMG's with training and job placement and improve access to care and build lasting community health
- Collaborating across the State and beyond to continue to grow and touch even more lives



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STEPS TO BUILD YOUR ORGANIZATION'S VISION

Identify Your Values

Look at how you provide Service to the community

Brainstorm With Others in Your Organization

Set Measurable Goals for the Future

Create a Plan to Achieve Your Goals

Communicate Your Expectations Clearly

Be Open to Feedback and Suggestions for Improvement



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TECHNICAL ASSISTANCE

Coaches from Accel 180 will be available for Technical Assistance to help you in creating or updating your shared vision.



Drew Ebersole & Sherry Hammond



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NEXT STEPS

- **Vision Setting Technical Assistance Sign Up at this link:**
<https://forms.gle/vZ43dwDJ5MVatzSdA>
- **Education Presentations from CPIN in April & May 2023**
- **CPIN Resources**



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QUESTIONS?

THANK YOU FOR YOUR TIME