

THE MJW GROUP LEADERSHIP SERIES

12 ELEMENTS

of Exceptional Leadership

UNDERSTANDING THE TRUE LEADER



The MJW Group, LLC

Expect an **Authentic** Change in Pace™

12 Elements of Exceptional Leadership

Understanding the True Leader

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12 ELEMENTS OF EXCEPTIONAL LEADERSHIP

Understanding the True Leader

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GENERATE A VISION

Take a moment to reflect upon these questions:

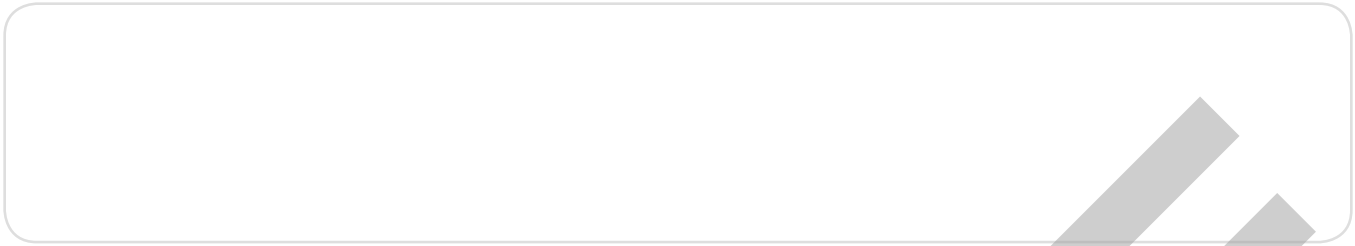
1. Do you know your company's vision?
2. Do you have a company vision?
3. At the facility where you work, is there a designated location where your company's vision is displayed?
4. Do you have a departmental vision?

Activity

In these spaces, write your authentic answers to the questions above.

ANSWER ONE

ANSWER TWO



ANSWER THREE



ANSWER FOUR



Did you find this exercise difficult?

If so, why was it difficult? What would make answering these questions easier for you?

Do you feel obligated in your role to know the answers to all four questions? Or do you feel that it's the obligation of someone else to have the answers to these questions for you?

Give your authentic responses to these questions below.

Name:

Date:

SAMPLE

How do you feel after doing this exercise?

It is hard to motivate your team and drive them to a place that you can neither see nor imagine. Furthermore, do you feel left out of the picture if a group inside your organization knows where they would like to go and you do not?

How does a business operate without a defined vision? The answer is clear; they just do.

Operating without a vision means that you are just in business. Furthermore, you are in business without a purpose. This means that you have no real idea of who your target audience is, and you do not have a IVOC or EVOC. The VOC is your guidance for ensuring that you have a competitive place in your market.

Having no vision is like driving along a curvy road in the high Rocky Mountains, with no lines in the middle or left and right sides. Simply put, it's dangerous.

Chances are that if you had a hard time answering the first question, you had a hard time with the rest. The truth of the matter leads back to Servant Leadership. It is the duty of the company to make clear the intentions of the organization. The Involuntary Vision should be linked back to how the company plans to satisfy the VOC. There should be a clearly defined reason for why you do what you do, and who you do it for. Every level of the organization must be free of road blocks that would separate its people from the EVOC.

Independent of the company's vision should be subsets of that vision, which become more and more specific to everyday details as they move downward through the organization. This means that each level of leadership owes the levels below it an authentic and transparent subset of the company's vision.

In every company, there is an **Involuntary Vision** and an **Active Vision**. Team members at each level needs to know the answer to the question: “What do I need to do to play my part?” This is the Active Vision.

Companies are set up to fail when leadership believes that it is their duty to take marching orders from above and re-communicate them word for word. This leaves lower levels of an organization disconnected from what is needed to accomplish the goals of the company.

True leaders are able to create departmental visions. The departmental vision becomes the Involuntary Vision when the importance of clear, unified goals goes unaddressed by upper management.

Employees need departmental vision to connect their work ethic, quality of work, drive, and sense of overall well-being to the heartbeat of the company.

Large, ambiguous goals that stem from the top provide little sustenance to the lower levels of an organization. Large, conceptual, abstract plans don't mean much for the person who simply needs to know how often to push the green button.

It is here that a true leader can really shine. They are the filter. They need to possess the skills necessary for breaking down complex information and reassembling it into strings of communication that their people can turn into something tangible.

INVOLUNTARY VISION

The vision that is imposed on an employee by default by association of their employment.

ACTIVE VISION

The cohesive company vision or departmental vision that is officially communicated to employees.



YOUR NEXT STEPS

This is the first book in our leadership series, *Understanding the True Leader*. The next installments in the series will include:

- ▶ *Mentor-ship Program: Supplemented with the 12 Elements of Exceptional Leadership*
- ▶ *PIVOT Course: Supplemented with the R.E.A.C.H.I.N.G. Principle*

You may use these books for self-study, but to get the most out of them we recommend participating in our full program.

Contact us at (704) 561-1167 or info@themjwgrp.com for more information.