



Developing Leadership Competencies

1. VISIONING- continued



the working unit are under review and require redefinition or realignment with the larger public service vision.

- Create a forum within which ideas are solicited from team members regarding how best to realize objectives and priorities. Facilitate meetings in which team members can express their ideas, thoughts, feelings and concerns.
- Encourage your employees to speak about how their work relates and contributes to the attainment of the organization's vision in concrete terms - or how it could be made to do so.

Public Service Courses

- Understanding and Applying Strategic Communications (T712 - Training & Development Canada)

Web Site

- The Futurist Magazine of the World Future Society, <http://www.wfs.org/futurist.htm>

Books

- ***Vision in Action***, Tregoe, Zimmerman, Smith and Tobia (Simon & Schuster, 1990)
- ***Vision: How Leaders Develop It, Share It and Sustain It***, Joseph V. Quigley (McGraw-Hill, 1993)
- ***Annual Report of Privy Council Office***
- ***Built to Last: Successful Habits of Visionary Companies***, James C. Collins, Jerry I. Porras (Harper Business, 1997)
- ***Visionary Leadership: Creating a Compelling Sense of Direction for your Organization***, Burt Nanus (Jossey-Bass Inc. 1995)