

Director

- Use organization's vision as a compass for decision-making in sector
- Support organizational vision by aligning sector's direction to complement it
- Re-align work activities, processes or positions with changes in the organization
- Promote commitment in others for vision or changes in vision

Director General

- Influence the internal climate and culture of directorate
- Translate vision for others, both within and outside the organization
- Identify key elements of the vision and their major implications for the directorate
- Ensure that the necessary structures, processes and systems are in place to facilitate the desired change and results

Public Service Courses

- *Learning for Leadership* (T926 - Training & Development Canada)
- *Management Development Program* (T419 - Training & Development Canada)
- *Understanding and Applying Strategic Communications* (T712 - Training & Development Canada)

Websites

- Test your Leading and Influencing Skills with a free demo quiz from the Learning Resources Network (learnnet.gc.ca)

On-the-Job Actions to Develop in Visioning

- Seek a "fix-it" assignment where the mandate and mission of the working unit are under review and require redefinition or re-alignment with the larger Public Service vision.
- Create a forum within which ideas are solicited from team members regarding how to best 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.

