

Creating A Vision: Harnessing Powerful Expectations

Description

The prophet knows no more than ordinary man, but he knows it earlier.

Dagobert D. Runes, *A Book of Contemplation*

It's been said that managers' have a plan, but leaders have a vision. Unfortunately, there is a great deal of confusion on what vision is. So the first step is understanding the nature of vision, how to generate one, and the relationship of vision to expectations.

All things being equal, you get the behavior you expect. This principle was well known by the ancient Greeks, who put down the basic principles in the myth of Pygmalion and Galatea—what we now call the self-fulfilling prophesy. Unfortunately, few people know how to **harness the power inherent in the self-fulfilling prophesy**. Learn about the practical details on setting positive expectations while avoiding the fallout from negative ones.

Goals & Objectives

- Understand why vision is different than managerial goals, objectives and plans.
- Know a methodology for developing and checking the nature of your vision.
- Discover key psychological principles defining the nature of expectations.
- Elements necessary to setup a positive expectation.
- Find out how some managers will expect the opposite of what they say they want by conveying negative expectations.

Detailed Topic Outline

- ➔ Vision
 - Its Nature
 - Elements
 - Process
- ➔ Expectations
 - Setting Positive Expectations
 - Avoiding Negative Expectations
- ➔ Combining Vision with Expectations