



Day One: Finding Your Vision

Time Allowed

30 Minutes

Teaching Format

Troop presentation

Learning Objectives

As a result of this session, participants will be able to do the following:

1. Define vision as what future success looks like
2. Understand the difference between a team vision and personal visions
3. Understand the evolution of a vision
4. Explain that failure is okay as they achieve their vision
5. Begin thinking about the personal vision that they will develop by the end of the course

Materials Needed

- Visual aid(s) developed by presenter
- Video clip(s) available on the National NYLT Google Drive
- Computer
- LCD projector and screen
- Appropriate sound system for presentation venue

Recommended Presenter

NYLT staff member

Recommended Location

Troop assembly area

PRESENTATION OUTLINE

Note: Guide participants to locate the Participant Notes sheet for this session in the Participant Notebook. Encourage them to be taking note of key words, key points, and their top three takeaways from the session.

Opening Activity (7 min)

Using either posters prepared ahead of time or a PowerPoint slide, show each of the following visions individually and ask participants if they can identify the company it belongs to:

- “A computer on every desk and in every home.” (Microsoft)
- “To become the world’s most loved, most flown, and most profitable airline.” (Southwest)

- “Bring inspiration and innovation to every athlete in the world.” (Nike)
- “To be the world leader in transportation products and related services.” (General Motors)

Ask participants what all these statements have in common.

None of these statements are saying they are going to sell more shoes, cars, or computers. Rather, they define what future success looks like. Selling products or services may be one way they achieve their vision, but it is not their goal. Profit, for successful businesses, is a result rather than the goal. This is becoming clearer today as we see innovation within companies.

Ask participants what other companies they can think of that have reinvented themselves to survive and succeed during changing times.

- Amazon: originally an online bookstore; now it sells everything
- Netflix: began mailing DVDs to customers; now streams videos
- Apple: moved beyond computers to streaming music; iTunes is the biggest part of Apple
- Scouting America: included girls in all of its programs

Ask participants what other companies or industries they can think of that did not reinvent themselves and are no longer here or almost non-existent.

- Blockbuster Video: video/DVD rental store replaced by Netflix and other streaming services
- Atari: video game company replaced by Nintendo, Xbox, and PlayStation
- Kodak: film and camera company replaced by digital cameras and smartphone cameras

What is a Vision? (7 min)

Ask if anyone can tell you what a vision is.

Explain that a vision is what future success looks like. The best vision is built on your “why.” Why is it important to you? The “why” is really important because as a leader, people need to understand why something needs to be done. Why do I need to go get firewood? Why do I need to clean the dishes? In terms of a vision, why is my vision for success important to me? Why do I want to be that?

Share that one of the most important ideas leaders can communicate is where they want the team to go. It is hard to lead if you do not have a destination in mind. Take this course, for example.

Note that they are at the beginning of their NYLT journey. Ask them, “When we reach the last day of this course, what will success look like to you?” Be sure to explain the why.

Note: If participants are unclear on the question, you may want to rephrase the question as, “When you signed up for NYLT, what were you expecting to get out of the week?”



Entertain answers. Invite participants to turn to another participant and answer this question. Invite them to share the answers with the group.

Participants might see themselves as better leaders or as having more skills. They may imagine themselves with new friendships, or with fresh ideas to take back to their home units. It is important to note that completing the course would merely be a goal. Completing the course could, however, be one of the goals toward becoming a quality troop leader.

Each participant's answer is a vision. The word vision comes from the word visual . . . to see. In a vision, you can see yourself doing something, being something.

Vision is what future success looks like.

To put it another way:

If you can see it, you can be it.

Encourage participants to dream big. Dream about what is possible. Share the vision. Think of a vision as not something you want to do or could do, but something you clearly see in your future and will commit to.

As American poet Carl Sandburg wrote, "Nothing happens unless first a dream." An important part of developing a vision is being able to describe it. The dream comes first, followed by the words. Words can paint a picture of the future and help turn a dream into a vision that can be communicated. When a dream can be shared, the picture of future success is real.

Transition to Creating a Team Vision (4 min)

Show: "1_04_Finding Your Vision_Video Clip 1.mp4" from the movie *Jobs*.

Ask participants what they saw in the clip.

Often, individuals don't understand what is in front of them and how it can change the world. If Steve Wozniak never shared with Steve Jobs a personal computer he built, would the Apple computer be around?

It is critical we communicate with others our projects, goals, and vision. Involving others in creating a vision doesn't just allow you to think outside the box; it can also help motivate a team, as they now have personal ownership with that shared vision. This is the true essence of a shared vision.

The Shared Vision of a Team (8 min)

Explain that a team vision is a picture of what future success looks like for a group of people who are a team. If all the team members can picture themselves succeeding, they can work together to put themselves into that picture. If they can see it, they can be it.

Several months ago, this staff came together to put together a world-class leadership training program for Scouts in our area. We set goals, had staff meetings, practiced presentations, and ultimately arrived here at this facility to greet our participants. We had a

shared vision. It is our goal that we help you achieve your vision or at least set you on a path to achieve your vision by the end of this week.

Likewise, we can see team visions in our personal lives. Invite participants to share some ideas with others in their patrol. Ask for a few participants to share with the group. These ideas may include a sports team achieving a championship, a band performing a complicated musical piece, or a unit doing a challenging backpacking trek.

Have a staff member share the staff vision they developed during staff development.

Explain that the members of the patrol are going to create a team vision. To do this, they will do the following:

- Brainstorm about what they will achieve as a patrol during the week.
- Bring together all their ideas to form a vision of patrol success.
- Communicate their vision to others.

Since this is the first time the participants are creating a vision, have them complete the following sentence: "On the last day of this NYLT course, we see ourselves (or we will) _____."

Have each troop guide sit with their patrol and ask the following questions to help the patrol shape its vision:

- At the end of this course, what will be a measure of success for our patrol?
- How will you know you have achieved what you are setting out to do?
- What actions do you think you need to take along the way to make that happen?
- Why is it going to be important for you to do this?

Once all patrols have developed a vision, invite each patrol to share with the troop.

Evaluation of a Vision (2 min)

Share that as individuals, we all will have multiple personal visions and team visions. It is critical we are always taking a moment to reflect on how what we think future success looks like may have changed. A simple yet relevant example might be choosing your career. Today, you may have a vision on becoming a high school teacher because you love math. Your goals are that you begin to take advanced math classes in high school, participate in STEM summer camps, and complete the Engineering merit badge.

You finally graduate high school and begin to take college courses. Upon doing so, you realize you have a passion for math and re-evaluate your vision by expanding it to include becoming an advanced math college professor.

Your course corrected. Life is about course corrections, and they can be in a variety of directions. When you make a course correction, it is important that you reset your vision and create new goals to accomplish your vision.

**Conclusion (2 min)**

Summarize by sharing that in life, we will set visions for ourselves and the teams we lead. Today at NYLT, you have all set your patrol visions for what you will be and what you will achieve by the end of the course. You have heard our vision for each of you on your NYLT Leadership Journey.

Later this week, we will be creating personal visions. As we go through the next few days, keep the vision your patrol has developed in the back of your mind.

Invite participants to ask any questions.

Remind participants to take a moment to ensure they have noted their top three takeaways in their Participant Notes for this session.