

Leadership & Communication.

Vision to Results.

Overview.

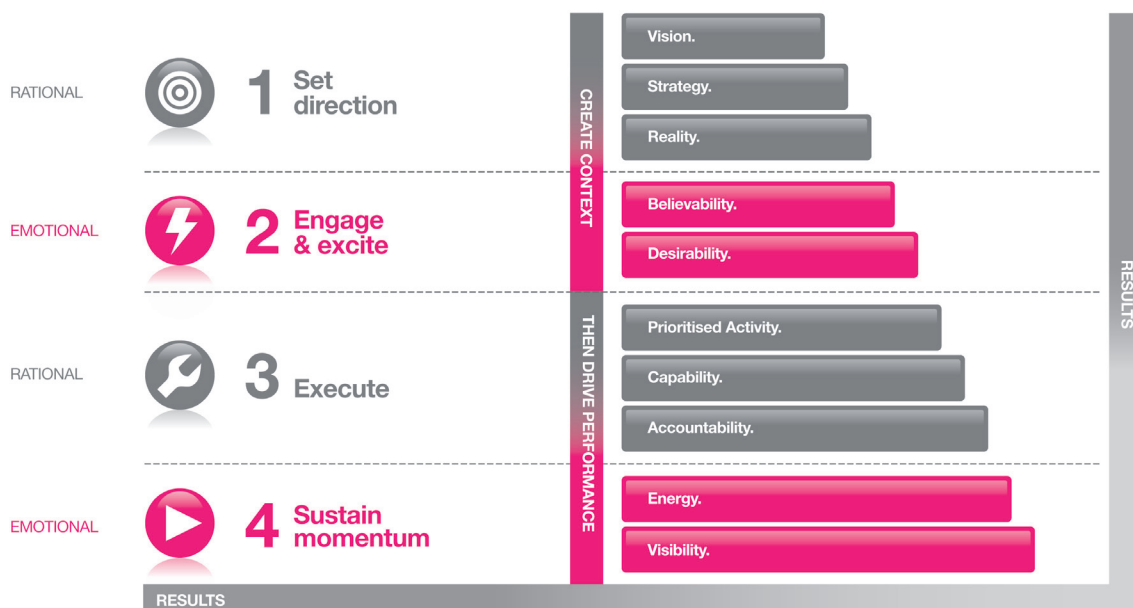
The job of a leader is to set and achieve goals. Goals that generate value over the long-term will be expressed in ambitious, purposeful and holistic terms – covering financial, operational, cultural, customer, and succession objectives. Value-building goals will not be achieved without a highly focused and sustained leadership and team effort.

rogenSi's Vision to Results framework helps leaders:

- Implement business planning strategies & tactics
- Drive change initiatives through an organization
- Focus on the leadership activities needed to deliver results
- Ensure teams are engaged, aligned, empowered, and accountable

To achieve business goals leaders have to take their teams on a value-building journey – from the development and communication of their vision to the achievement of the planned for results working together to simultaneously delight staff & customers, create internal efficiency and build the platform for future growth.

We believe these activities are so heavily inter-dependent and so easily prone to distraction, that they need to be anchored in a common, logical and thoughtfully prioritized model of execution. The VTR framework is grounded in twenty years of experience helping leaders deliver results. This approach enables leaders and their teams to work in the most aligned, efficient and impactful manner possible.



Vision to Results has a clear results focus.

It incorporates:

- Four core phases of results-orientated leadership work :
 - Setting the direction
 - Engaging and exciting the team
 - Executing the plans
 - Creating and sustaining performance momentum
- Ten specific links in the leadership performance chain, covering the four core areas of work – from the development of the leader's vision to the production of the results
- A proper balance between setting context and focusing execution on the right activities
- Strong recognition of the importance of both the rational and the emotional aspects of leadership activity required to achieve employee engagement and motivation – and most importantly, business results

Benefits of using the Vision to Results framework.

The VTR framework gives leaders the best possible shot at successfully delivering their targeted results. By working through the ten elements of the Vision to Results framework, leaders will come away with:

- An understanding of where they should spend their time and effort
- Greater leadership alignment and ability to consistently articulate the company's vision and strategy
- Clarity of the critical leadership activities necessary to achieve company goals
- Understanding of the accountability necessary to make the results reality as well as the agreed actions to build momentum and sustain energy in the wider team

Vision to Results Survey.

The VTR survey provides leaders with an opportunity to gauge how their team currently view the ten critical areas of leadership activity designed to drive the delivery of results.

The survey comprises 60 questions (six for each of the 10 leadership activity areas). It has been designed as a tool to open up discussion in an objective and results oriented manner. The VTR survey assists leaders in identifying and responding to those things that may be helping or hindering both their own performance and their team's performance.