

# Vision

## OLC Course Recommendations

### Competency Definition

Takes a long-term view and acts as a catalyst for organizational change; builds a shared vision with others. Influences others to translate vision into action.

### OLC Component Titles

#### Being Prepared for Change

##### **COURSE TSA-PD-PREP4CHANGE-0001**

Description: When the organization you work for changes, and demands that you change along with it, wariness and uncertainty are natural. Change signals the end of the tried, trusted, and familiar. But change is also a new beginning--a springboard into a new and potentially exciting personal future.

-Being Prepared for Change- focuses on the mental attitudes and behaviors you need to develop in order to take advantage of the opportunities for personal growth that can accompany organizational change. You gain insights into how to learn, and when to learn. You acquire the skills and strategies you need to manage your own change effectively. The course also shows you how to focus on the future in ways that will encourage successful personal outcomes from the change process. **Duration=3.5**

#### Communicating a Shared Vision

##### **COURSE TSA-LEAD-COMMSHARDVISN-0001**

Description: -If you can dream it, you can do it.- Walt Disney's words ring as true today as they did many years ago when they were first displayed above the Epcot Center. The importance of a vision cannot be denied. Neither can the importance of communicating that vision to the people responsible for supporting it. Communicating your vision gives purpose and meaning to the work that people do, and pursuing and accomplishing that vision with a sense of integrity builds trust in you as an individual and as a leader.

This course will teach you how to communicate a shared vision and get action on that vision across all sectors of your working environment. **Duration=4.5**

#### Leading through Change

##### **COURSE TSA-LEAD-THRUCHANGE-0001**

Description: Take a minute to think of people whom you consider to be exemplary leaders--people who led their organizations to greatness. What are the events or actions that led you to believe these leaders were exemplary? Was it the development of a new product, the revival of a failing business, or perhaps the start-up of an entrepreneurial venture? People who become leaders are individuals who triumph during times of turbulence, conflict, and change. They look for ways to change the status quo, to challenge the accepted, and to create something new. You can learn to do the same. A knowledge of how to challenge processes, a realization of the attitudes and behaviors that accompany change, and a willingness to do the necessary work is all it takes. You can learn about each of these areas in this course, which will teach you how to lead through change. **Duration=3.0**

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#### **Organizational Culture and Leadership**

##### **COURSE TSA-LEAD-ORGCULTLEAD-0001**

Description: What is organizational culture? How would you describe your company's culture? How is leadership related to culture? In this course, you'll explore the concepts related to organizational culture, and learn how the different cultures relate to leadership. You'll learn about the dynamics of cultural change and how you, as a leader, can influence the direction of your organization's culture. The course ends with strategies for leading in a learning culture. **Duration=2.5**

#### **The Leader as a Model**

##### **COURSE TSA-LEAD-LEADERASMODEL-0001**

Description: -Leaders...know how to dance the old dance. We all grew up in traditional organizations with conventional leader and role models. Now the music has changed. We don't know the new steps and there are not footprints on the floor.- Peter R. Schools' words accurately reflect the challenges of leading today. You have to be able to develop a diverse team that can achieve optimum performance. You have to know how to motivate a variety of individuals. And you have to be willing to shed the old ways of thinking to make room for the new. This course will start you on that path. **Duration=3.0**