

TEAM MISSION STATEMENTS

This Free E-Book is brought to you by Natural-Aging.com.

100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

TEAM MISSION STATEMENTS

By Rhoberta Shaler

TEAM MISSION STATEMENTS by Rhoberta Shaler

A team is not a team unless it knows why it's a team. Teams according to Jon Katzenbach* are "small groups of people with complementary skills committed to a common purpose, approach, and performance goals for which they hold themselves mutually accountable". The first thing that small group of people has to do is to establish that common purpose.

A team purpose is usually shaped in response to a request, opportunity or demand from management. If you ARE management, then your purpose as a team may be more urgent, more open-ended, and more difficult to capture. The parameters of a team purpose are usually framed by the performance requirement of the company. If you are a peanut-dicer maker, your team will likely have a mission statement that will enhance production, market or function of peanut-dicers. Pinpointing the mission is essential. Only then can every team member focus clearly.

Clear statement of purpose establishes the character, rationale and performance challenges for the team, but allows for creativity and 'wiggle room' for the team to set specific goals, timing and approach. Most teams do not spend sufficient time defining their purpose. It is somehow assumed that everyone knows it! Take, for example, the software development industry. They are known for the "Fire, Ready, Aim" approach to creating software. There is even a cartoon that shows a project manager telling his team, "You go upstairs and start writing code. I'll go and find out what they want it to do!" On a more serious note, research shows that much time, energy and money is saved in the technology industry by working groups and teams that take

TEAM MISSION STATEMENTS

the time to explore and clarify their requirements. In fact, statistics suggest that spending at least 40% of the project time is efficient and effective! Compelling information, isn't it?

An example closer to home would be how you use goal-setting in your own life. Do you have a fuzzy goal such as "I want to be healthier"? Unless you know clearly that you want to have more energy, be stronger, more flexible and resilient, and cough less, you will not be focused enough to find solutions that match your goals. "I want to be healthier" is the impetus for creating the mission statement. In the same way, "We need more

profit" is the impetus for creating the team. Then the team goes to work!

Sometimes a team mission statement is straightforward, for example, to recommend the best solution to a specific problem and little time is required for all to understand the mission. Team members can immediately develop their approach and performance goals. Other times, teams have a fuzzy idea about why they have been brought together and need to make delineating that the first order of business.

Teams run things, recommend things or make and do things. Every member needs to know the purpose of the team, and needs to be able to state it in twenty words or less. How is your team doing?

Rhoberta Shaler, PhD Keynotes, Seminars & Coaching for entrepreneurs & professionals who want the motivation & strategies to achieve, to lead and to live richly. Creator of the Living Richly™ Program Host of Living Richly™ on www.wsRadio.ws. Author of OPTIMIZE Your Day! Practical Wisdom for Optimal Living Optimize Life Now! San Diego, CA www.OptimizeLifeNow.com

Writing Your Personal Vision/Mission Statement

By Cecile Peterkin

I recently spent some time revising my personal vision/mission statement for my coaching practice. While doing this, it occurred to me that the vision I have for my work is closely related to my personal vision. Having a job that reflects my personal vision is powerful because it has allowed me to create a business life for myself that truly reflects who I am.

Companies know all about vision and mission statements and getting their employees on board. Vision

TEAM MISSION STATEMENTS

and mission statements propel the company in the direction that they want, and ultimately towards success. Many of us have spent countless hours working on these statements for our employers, and doing our part to contribute to their vision as a part of the team. Much like a business, we, as human beings have a purpose or mission in life.

What if we spent as much time getting to know who we are and what we want for ourselves? A personal vision/mission statement is the framework for creating a powerful life. Unlike a goal, a vision or mission rarely changes. It is a reason for our existence. It guides us in the decisions we make and the directions we take.

Your Personal Vision

Close your eyes and picture yourself in the future. It may be a few months or years from today. See the person you are; what you are doing, who you are with, what you have accomplished, what is important to you, and how people relate to you. How does it feel to be you? Feel the person you are, your true self. Now, open your eyes and see your life and yourself in the present, through those eyes. You will begin to notice the changes you need to make to honour this vision and lead a powerful life. A Personal Vision is a picture of your True Self in the future. An effective personal vision includes all the important elements of your life and career; it is who you want to be, what you want to do, how you want to feel, what you want to own, and who you want to associate with. Although your personal vision helps you to see into the future, it must be grounded in the present. It is a statement of who you are, and who you are becoming. It is the framework for the process of creating your life. Your vision is where you are headed, how you get there is your mission statement.

Your Personal Mission Statement

A Personal Mission Statement is how you will manifest your Personal Vision in your daily life. It may be a few words or several pages, but it is not a "to do" list. It reflects your uniqueness and must speak to you powerfully about the person you are and the person you are becoming. Remember, it's okay to be where you are, while heading somewhere else. In fact, the only place you can start, is where you are right now. Having a personal vision does not mean your life changes overnight. But it will change. Your personal mission statement provides the steps to get you there.

Your Personal Mission Statement should answer three questions: What is my life about (Purpose)? What do I stand for (Values)? What actions do I take to manifest my Purpose and my Values?

Stephen Covey writes that an empowering Mission Statement: Represents the deepest and best within you. It comes out of a solid connection with your deep inner life. Is the fulfillment of your own unique gifts. It's the expression of your unique capacity to contribute. Addresses and integrates the four fundamental human needs and capacities in the physical, social/emotional, mental and spiritual dimensions. Deals with all the significant roles in your life. It represents a lifetime balance of personal, family, work, community—whatever roles you feel are yours to fill. Is written to inspire you—not to impress anyone else. It communicates to you and inspires you on the most essential level.

"Creating a Personal Mission Statement will be, without question, one of the most powerful and

TEAM MISSION STATEMENTS

significant things you will ever do to take leadership of your life. In it you will identify the most important roles, relationships, and things in your life – who you want to be, what you want to do, to whom and what you want of give your life, the principles you want to anchor your life to, the legacy you want to leave. All the goals and decisions you will make in the future will be based upon it. It's like deciding first which wall you want to lean your ladder of life against, and then beginning to climb. It will be a compass – a strong source of guidance amid the stormy seas and pressing, pulling currents of your life." Stephen Covey, author of *The Seven Habits of Highly Effective People*

A Personal Vision/Mission can help propel you into a new job, or make your present job work better for you. The more connected your Personal Vision/Mission is to yourself, the better it can guide your career and your life.

Cecile Peterkin is a trained Career/Life Coach and speaker whose work centers primarily on middle managers and their various challenges. She also works with individuals who are ready to move forward, take action, achieve goals and experience overall life improvement, both in personal and in career.

Cosmic Coaching Centre

416-486-5000

Writing Your Personal Vision/Mission Statement

Mission: How Leaders Create The Greatest Version Of What You Can Be

The Sink Or Swim Approach To Leadership

Living Your Life Mission

Types of Self-Defeating Communication

Profitable Crafts Vol 4

eWhiz Ad Creator

Inside The Minds of Winners

How To Improve Blood Circulation

Newbie's Guide to Stop Spam



This Free E-Book has been brought to you by Natural-Aging.com.

100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!