

Good morning, everybody, Dennis Engelbrecht, Digging Deeper.

Today I want to talk about an experience I had last week during strategic planning, and gosh, I've probably done strategic planning with 50 companies. And in that I've probably had 15, 20 people as an average audience in there. And I heard something just absolutely brilliant last week for the first time that I wanted to share with everybody.

So, what we frequently do in strategic planning is I ask everybody to sort of formulate their own personal vision for the company, to paint the picture of the kind of company they want to work in. So, as we were going around last week and listening to everybody's personal vision, one of the mid-level managers, a superintendent, said this, he said, "My vision is for a company that will build leaders who can then lead teams to positive outcomes."

And that just blew me away. All of my time of doing this, I never heard somebody put something so profound, so succinctly, build an organization that will build leaders. And then those leaders of course will get positive outcomes for their projects, a great culture. Really, if you had a team of great leaders, an unlimited growth potential. Just think about that. If you are an organization that builds leaders, you have no limits to the growth and even the quality of experience and everything that you can deliver. It's sort of an unlimited vision, if you will, the vision of building leaders who will then lead teams to positive outcomes.

So just think about it. What if you, as an overall leader or a leader of your part of the organization, focused on that single goal of building leaders, and of course, to do that, you got to get time and resources devoted to that task. And we certainly know, at least I know, from witnessing all of these organizations, that training is really the most highly valued yet under implemented piece of strategy in companies. We're just too busy most of the time to do it. So, think about that. Being an organization that builds leaders, of course, you got to take the time and resources to get that done, but if you could accomplish that, all of the other goals and visions you might have for your company are likely to just fall in place.

So again, think about that as your vision, as building leaders. Dennis Engelbrecht, Digging Deeper. Thanks for tuning in.