

Vision and Planning in Changing Times

Change is so rapid, that "a good decision yesterday, might be a bad decision today". In meeting the demands for rapid change, how do leaders, managers and supervisors plan?

organization's failure of planning which leads to losses in earnings, higher costs and failure to compete.

have as its vision to be the leader and the most profitable company that provides the highest quality and most advanced features for handheld wireless devices.

Planning Defined

Before we answer this question, let's define planning. Planning essentially is looking ahead into the future and deciding what to do in advance.



Its leaders, managers and supervisors would then create a plan guided by their vision. Financing is secured, budgets prepared, timelines set, people and other resources are obtained in order to accomplish the plan.

Planning is oftentimes associated with budgets and controls – with controlling costs and spending limits, and increasing sales targets.

Vision Behind Planning

Successful leaders and managers, on the other hand realize that planning has another side to it.

This side encourages leaders and managers to create a vision and inspire their teams to pursue the vision. It is the motivation and inspiration behind planning.

Most organizations start with an idea. A vision. Some kind of dream stated in bold terms.

For example, a wireless computing company might

Vision and Rapid Change

But what should leaders and managers do when a rapid change is required? Let's say one of their investors quits or they lost a major client?

Naturally, they have to change plans. But what is interesting, as the experts would say, is that those organizations that have invested heavily in clearly stating their vision and have created a team dedicated and inspired by this vision, are likely to make the change of plans faster and with much less effort.

Resistance to Change

It usually takes time to prepare plans and even more difficult to change them while the plan is being implemented. It is understandable why many people refuse to make a change.

And in some instances, we see many leaders and managers who stick to their budgets and plans even when conditions require that the plans must be changed.

This inflexibility leads to the

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Continuation...

On other hand, those organizations that have unclear vision and have failed to inspire commitment to their vision will likely be slow and resistant to making changes in their plan.

What this boils down to is that, leaders, managers and supervisors must develop and implement plans with two things in mind: they have to create a vision that captures and inspires their people and

they should instill in everyone's mind that budgets and forecasts are merely tools

that must be changed as conditions require.

Vision inspires people to take quick action and make changes. Budgets guide people on how well they are achieving their vision.

What do you think of this statement?

It is better to over invest in planning than not having enough time for planning.

Tedious and demanding

