

IDENTIFYING YOUR VISION

To promote systems of care effectively, leaders need a clear and succinct vision that clearly identifies where the system is going. The quickest way to create disinterest and dissolution of focus is to have a fuzzy vision for your system of care. People invest time, energy, and money in projects that have a clear, focused, intentional vision of what they want to accomplish. Vision can be thought of as the image stakeholders have for what they want the system of care to be (National Technical Assistance and Evaluation Center for Systems of Care, 2007, p. 12). As described in the Community Tool Box (Axner, 2010), a vision is like a “billboard image of what you are working towards...[It] gets your ideas across powerfully, accurately, and quickly.”

Vision statements need to be a one-sentence statement describing the clear and inspirational long-term change that should result from your work. Vision statements need to be clear and simple, avoid elaborate language and buzzwords, and be easily explained by those involved. (Source:

<https://topnonprofits.com/wp-content/uploads/2012/09/Mission-Vision-Worksheet.pdf>)

Example of Vision Statements:

All Texas children have access to high quality mental health care that is family-driven, youth-guided, community-based, culturally-grounded and sustainable.

We [Alameda County Behavioral Health Care Services] envision communities where all individuals and their families can successfully realize their potential and pursue their dreams, and where stigma and discrimination against those with mental health and/or alcohol and drug issues are remnants of the past.

All Nebraska children, youth and families reach their full potential.

Chester County visualizes a unified system of care that maximizes all resources around an individual or family. This system of care includes child and adult serving agencies and community partners that join with an individual or family to meet their goals.

What you'll need:

- Paper and pens for brainstorming. Index cards that are color-coded for responses to specific questions work great.
- A whiteboard or big flip charts for the group facilitator.

Who you'll need:

- An objective facilitator, someone who can keep the ideas flowing and conversations going.
- 10 to 30 members of your core leadership team.

How much time you'll need:

- One to two hours.

To help your group work towards developing a clear vision, consider the following questions:

1. What needs to be changed? What are the major issues or problems you want to address?
2. Why should these issues be addressed?
3. What are the strengths and assets of your community, your system of care, and the children and families you serve?
4. What would success look like if your system of care were successful? What would the newspaper headline say on the day your system of care's success was realized?

Taking the responses of the group to these questions, begin articulating a clear and inspirational vision statement that describes your system of care's successful result.

VISION STATEMENT: _____

