Perhaps you’ve been told (or received feedback through a multi-rater instrument) that you need to be more visionary. You need to be a visionary leader—but you already have a vision. Being a visionary leader requires two things: first, a compelling plan for the future (which you already have) and, second, the ability to inspire others to work toward that vision (usually more difficult to accomplish.)

There is no silver bullet, but these ideas can help put you on the right path toward inspiring others.

- **Add passion:** Do you use inspiring, passionate words when you speak about the vision? For instance, Jim Collins refers to “Big Hairy Audacious Goals,” commonly known as BHAGs (pronounced Be´hags); Tom Peters talks about “excellence”; and Steve Jobs was intent on making a dent in the universe. Review your word choice, your inspiration quotient, your enthusiasm. As a leader, would you inspire others to follow you where they wouldn’t go alone? Would you follow you? If not, plan how you will stir up the passion.

- **Live the vision:** Every day and in every way, model the vision. Talk about the vision, make decisions based on the vision, and enlist your employees to help you achieve the vision.

- **Review the vision:** Meet with your direct reports. Ask them to review the vision with you. Ask these questions to get the discussion started:
  - What does the vision mean to you?
  - What part of the vision do you need to understand better?
  - Can you provide some examples of how you live the vision?
  - What makes it easy or difficult to live the vision?
  - How will your job be different once the vision is achieved?
  - What is your role in achieving the vision?
  - What do you need (training, skills, resources) to be better able to help achieve the vision?
  - How can I help you live the vision more easily?

- **Reward living the vision:** Encourage team members to reinforce other team members when they see them “living the vision” and modeling appropriately. Reward them in meaningful ways.