

Hello, everybody. Dennis Engelbrecht with the CEO Roundtable Program for Contractors. Welcome to this session of Digging Deeper.

Today, I wanted to talk about one of the most important traits of a good leader, and that is, a good leader articulates the vision. And not just articulating the vision, but hopefully that vision is compelling as well. But, if you can come up with a compelling vision, and I'm thinking about this as the overall leader for the company, but it doesn't have to be the overall leader, this could be a compelling vision for your safety program. It could be a compelling vision for this particular job you're working on, or this particular project you're working on. But as a leader, if you articulate a compelling vision, lots of other things are going to happen. First of all, people want to be inspired. They want to be led.

We're in a generation where more and more people want to know the why of what they're doing. What is, what is the purpose? And, when they go home after a day of work, working toward a purpose, they feel better. They feel better, then they communicate better in their personal lives, they're happier, and they come back to work again, energized and ready to do some great work again. People also want to understand in that vision, the guiding principles. If you have that vision clear, then people will be able to make their own decisions because they'll understand the reasoning behind what the decision should be. You'll also probably unlock some extra effort from some folks. Folks that are compelled, are willing to stay late, willing to come in on the weekend if that's what's necessary, again to achieve the vision.

And again, I think presenting that vision allows your people to really be their best selves. Again, that gives them that sense of accomplishment to know they're working towards something, that the job they're doing is part of something bigger and it has an end, and it's not just the two plus two of the day, let's just say.

So again, think about that and think about that on a daily basis. So, as a leader, and again, it doesn't have to be the entire company, make sure that you're articulating a compelling vision to your employees.

Thanks again for tuning in. Dennis Engelbrecht with Digging Deeper.