

## **CASTING A VISION—IMPLEMENTING THE VISION**

**By Bob Young**

One of the primary roles of a leader is vision casting. A vision of what is possible must be shared so that others “buy in.” But it is not enough to catch a vision of the possibilities—one must also implement the vision. Implementing a new vision for doing God’s work requires at least three steps. The order is important. Here are three words that make it easy to remember these steps: ADD, ADAPT, and ADJUST.

The first step in implementing a new effort is ADD. The first step is to put in place the things that are necessary to refocus the work and prepare the way for the new vision. Beginning by putting in place the foundation and structure keeps the vision alive and avoids the vacuum that results when one program must be stopped before another can begin.

The second step is to ADAPT the existing efforts—programs, ministries, and events—to the new vision. This is the most important and difficult part of the transition. Much wisdom, patience and care is needed here, because not everyone has caught the vision and accepted the new possibilities. Turf wars may flare up. The new effort represents a change in values. Teaching, leader training, leadership structure, evangelism, discipleship, and accountability must adapt to be integrated into the new vision. This takes time and requires a lot of informal fellowship to talk about the reasons, to change thinking, and to adapt practices.

The third step is to ADJUST. Some programs and activities will have to be cut because they are unnecessary or do not fit with the new vision. In this step, it is important not to be impatient and to explain the new vision with the “why” of every change.

In every sphere of life, business, society, family, and church, change is hard. It requires much patience and persistence. It is easier when one remembers to ADD, ADAPT, and ADJUST.