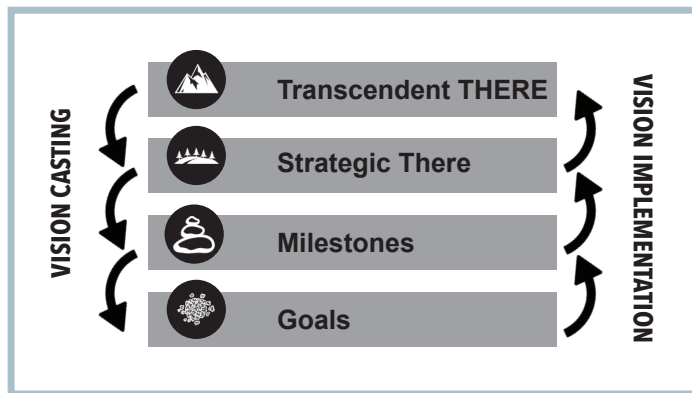


THE NESTING THERES



Vision operates on multiple levels. We can use THP in all four of the following arenas: mission (transcendent), strategies, milestones, and goals. These are meant to nest together, each fitting within the other so that momentum and motivation align, driving us deeper into our journey toward our Transcendent THERE.

Vision operates on multiple levels. We can use THP in all four of the following arenas. They are meant to nest together, each fitting within the other so that momentum and motivation drive us deeper into our journey toward our Transcendent THERE. These four nesting THEREs are meant to flow both top down and bottom up, depending upon whether you are casting vision and planning the PATH forward, or you are implementing the plan you have put in place.



Transcendent THERE – The Mountain: The Key to Vision. The purpose, reason, and ultimate why behind what you are doing. We have to begin by knowing where we want to go. Why does it matter? What value are we chasing?



Strategic There – The Hills: The End Goal. This is the last objective for a particular category of activities. Most organizations will have multiple categories of activities they manage simultaneously. Establishing strategic Theres includes The difficulty of grouping activities into categories and determining the end goal for each category. These Strategic Theres help the organization to live out the **Transcendent THERE** effectively.



Milestones – The Boulders: These are the major checkpoints along the way. Big accomplishments that boost motivation and let you know you are on the right track to accomplishing your **Strategic There**.



Goals – The Rocks: These are daily, weekly, monthly tasks. What do we need to work on next? Remember to make them SMART. These move you down the path to completing **Milestones**.

Vision Casting Examples

TRANSCENDENT: Learn about WW2
STRATEGY: Read all the books on WW2
MILESTONE: Read specific series
GOAL: Read first book of series

TRANSCENDENT: Unity in marriage
STRATEGY: Confess mistakes, celebrate triumphs
MILESTONE: Share honestly as soon as things happen
GOAL: Intentional check-in once a week

TRANSCENDENT: Teach child right from wrong
STRATEGY: Instill hard work/discipline through chores
MILESTONE: Help child complete/understand a year of chores
GOAL: Decide what beginner chore to assign child

TRANSCENDENT: Serve our customers
STRATEGY: Provide useful resources
MILESTONE: Customer satisfaction survey reaches 90%
GOAL: Initial survey asking what customers need

Implementation Examples

GOAL: Next subway stop
MILESTONE: Crossing boroughs on train
STRATEGY: Last stop on the line
TRANSCENDENT: Travel

GOAL: Build water wells
MILESTONE: Providing water for entire village/area
STRATEGY: Provide access to water for all people of the world
TRANSCENDENT: Love/serve/ease suffering

GOAL: Finish Lesson One on language learning app
MILESTONE: Become fluent in a second language
STRATEGY: Communicate more effectively with bi-lingual friends
TRANSCENDENT: Engage in diverse community

GOAL: Introduce Servant Leadership tools to executive leadership
MILESTONE: Have the entire organization trained in SL tools
STRATEGY: Transform culture of organization
TRANSCENDENT: Operate effectively as an organization



QUESTIONS TO CONSIDER:

Map out the different things you do on a regular basis. Are you being intentional about the vision you are pursuing and why you are pursuing it?

Are you a goal setter? If so, list some of the goals you are currently working towards. How do they align with your THERE? Take some time to consider your THERE and list the strategies you are using to get THERE. Do they need to change? What are some SMART Goals and Milestones that you can set to help you move towards your THERE?

Do your Transcendent THERE, Strategic THERE, Milestones, and Goals nest together effectively?