

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 Theress includes The difficulty of grouping activities into categories and determining the end goal for each category. These Strategic Theress 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?