Fast Forward Bold Vision Exercise

In today's fast-paced, ever-changing world, daily demands often overshadow what truly drives impact. The Bold Vision Exercise offers a clear, structured framework to sharpen focus on top priorities and achieve transformative outcomes in the year ahead.

Widely embraced by top business leaders, this powerful exercise ignites bold thinking and fosters strategic risk-taking, pushing beyond the comfort of playing it safe. By crafting a Bold Vision, leaders gain the clarity and confidence needed to navigate uncertainty, inspire action, and deliver measurable results.

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Fast Forward one year from today—what does extraordinary success look like?

Directions:

1. Write in the present or past tense, as if your vision has already been achieved.
2. Be vivid and specific—include measurable metrics and details.
3. Reflect on why each outcome is important to you.

1 What are you known for?

Ex: I am known as a results-driven leader who fosters growth in my team. I'm known for being present and patient. I'm known for bringing optimism and positivity to every situation, even in challenging times.

2 What were your professional outcomes? Use key metrics.

Ex: I exceeded my revenue target by 15%, contributing $3M to the business. Customer satisfaction increased by 10%. I launched a strategic initiative that improved team efficiency by 25%, saving 10 hours weekly per employee.

3 Describe the culture of your team/company.

Ex: Our team thrives on collaboration, with weekly brainstorming sessions to incorporate diverse perspectives. Our shared purpose inspires pride and motivation every day. We prioritize balance and respect time for rest.

4 How did you grow and improve?

Ex: I honed decision-making skills, enabling quicker, more strategic choices in complex situations. I expanded my technical skills and adopted tools to increase productivity by 10%. I am resilient and bounce back quickly.

5 What were your personal outcomes?

Ex: I feel energized, maintaining a routine of 3 workouts a week and consistently sleeping 8 hours per night. I saved 10% of my income and eliminated debt. I reignited my passion for guitar and practice 2 hours each week.

6 What is your outlook on life?

Ex: I embrace each day with gratitude, celebrating small wins and focusing on the positive. I focus on what I can control and let go of what I cannot. I feel optimistic about the future and excited about the possibilities ahead.

7 Describe the quality of important relationships (yourself, professional, personal).

Ex: I built a strong, collaborative relationship with my manager by fostering open communication and aligning on shared goals. I've grown close to my brother by prioritizing biweekly conversations. I treat myself with the same respect and kindness I give others.

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Sample Bold Vision

What are you known for?

This year, I truly took charge. At work, I'm known for boldly expressing my opinions, even when challenging the status quo, earning respect as a leader who stands firm with peers, upper management, and clients. I'm known for leading with conviction and inspiring confidence, especially in tough situations. Outside of work, I'm known as the go-to person for honest advice and steady support—mentoring a family member, helping a friend make a career decision, or organizing a community event. I've built a reputation for bringing calm, clarity, and purpose to every situation, making a meaningful impact in all areas of life.

What were your professional outcomes?

- We increased revenue by 25% and cut deal closure time by 30%, boosting strategic impact and efficiency.
- We increased team-led innovation projects by 20%, embedding creativity into our priorities and fostering shared ownership across teams.
- I spearheaded data-driven strategies that boosted global ROI by 15% and secured executive buy-in to double next year's innovation budget.
- We cut project delivery timelines by 20% through improved cross-functional collaboration, accelerating key initiatives.
- I partnered with Sandeep to launch a mentorship program that is developing 10 high-potential leaders, strengthening the pipeline for senior roles.

> ***We increased revenue by 25% and cut deal closure time by 30%.***

Describe the culture of your team/company.

Our team culture is built on transparency, trust, and empowerment, fostering support and motivation to succeed. Clear, measurable goals kept us aligned, driving a 10-point rise in engagement scores. Weekly check-ins and quarterly reviews ensured open communication and accountability.

We prioritized recognition and growth with a peer-nominated "Spotlight Awards" program, celebrating 12 employees for outstanding contributions. This focus boosted morale and inspired excellence. People feel energized, knowing their work is valued and their potential is recognized. By investing in trust and development, we've created a mission-driven, collaborative culture that delivers results and personal fulfillment.

> ***People feel energized, knowing their work is valued and their potential is recognized.***

How did you grow and improve?

I elevated my impact by optimizing time management and strategic focus. I implemented a disciplined approach to my calendar, blocking 4 hours weekly for high-level strategic thinking and business growth initiatives. I conducted a thorough audit of recurring meetings, eliminating 10 hours of low-value touchpoints per month and redirecting that time toward high-impact decisions and mentorship. These changes empowered my direct reports to take greater ownership and boosted confidence in their decision-making.

I established a structured feedback loop with peers and directs through 360 reviews and regular check-ins. This process highlights growth areas (i.e. delegation and fostering innovation) which I've integrated into my leadership. As a result, I've strengthened relationships, improved team dynamics, and deepened my commitment to continuous growth as a senior leader.

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What were your personal outcomes?

Outside work, I've been intentional with my time and health, making changes that have significantly boosted my energy, confidence, and sense of balance. I scheduled 3-4 workouts a week in the mornings as non-negotiable appointments and meal-prepped on Sundays to prioritize healthier eating, increasing my energy and helping me feel strong.

This year, I reignited my love for painting by dedicating an hour each Sunday to creative projects, like designing abstract pieces for my home office. It's a joyful outlet that helps me decompress and feel accomplished. I also made family time more meaningful by syncing schedules with my partner for bi-weekly date nights and chaperoning my son's field trips once a quarter.

What is your outlook on life?

I feel deeply grateful and energized by all I've accomplished this year, from taking on new challenges at work that pushed me to grow, to carving out quality time with family and prioritizing my health. My outlook on life has shifted—I see each day as a chance to contribute meaningfully, whether it's leading a successful project, sharing a laugh with loved ones, or finding moments of calm. I've embraced both the demands and the rewards of a full life, and as a result life feels purposeful, rewarding, and rich with opportunity.

> ***I see each day as a chance to contribute meaningfully.***

Describe the quality of important relationships.

This year, I've made intentional efforts to deepen my relationships. My family knows they are my #1 priority, and I've focused on showing this through actions like cooking dinner at home 4 nights a week, scheduling weekly FaceTime catch-ups with my parents, and planning an extended family vacation to Hawaii in March. With friends, I planned biweekly coffee catch-ups, sent at least one thoughtful message per week, and made time to support them during important moments like job changes and personal challenges. My relationship with myself is strong: I treat myself with the same kindness and respect I give others.

Brian and I have built an even stronger partnership by prioritizing open communication and quality time together. Every Sunday, we set aside 1 hour to sync on our schedules, talk through any challenges, and make sure we're both feeling supported and aligned. This weekly ritual has helped us feel more connected, and I can see the positive effect it has on our family's harmony. I feel closer to him than ever, knowing we're a true team in every aspect of life.

My colleague Sarah and I haven't always seen eye-to-eye, but this year we realized how essential we are to each other's success. To build trust and align our teams, we set up bi-weekly check-ins to share updates, address misunderstandings, and clarify deliverables. Investing in this partnership has given me a deeper appreciation for Sarah's expertise and approach, and our renewed collaboration has created more cohesive and productive team dynamics. Projects now run more smoothly, and we've seen measurable improvements in team alignment and output. Sarah and I have become trusted allies, confident in tackling challenges together and driving success for both our teams.

> ***Investing in this partnership has given me a deeper appreciation for Sarah's expertise.***

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