

HUMAN ADVANTAGE, INC.



STRATEGIC THINKING



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See the big picture

Strategic thinkers and leaders know it's their job to help people see the full, big picture. In the real world of work, many people just want to know what they are supposed to do. They say things like:

- “Just tell me what to do.”
- “What is the task list?”
- “Can you give me a checklist?”

And, while it is fine that they want these things, as a leader, we know we want them to have the bird's-eye-view of the work too – understanding how what they do connects to the larger picture of the organization's goals and success.

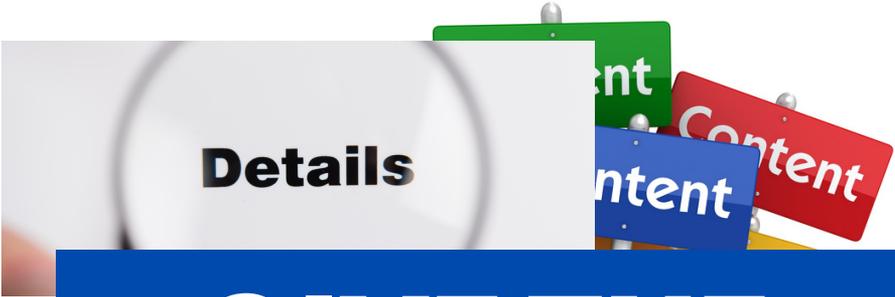
5 Ways To Share The BIG PICTURE

SHARE THE BIG PICTURE REGULAR



If you have team meetings, are you talking about the organization's objectives and purpose regularly? If you make the big picture a consistent part of your message, it will be understood – an organically created piece of knowledge. When this occurs, the rest of these ideas become easier to do.

5 Ways To Share The BIG PICTURE



GIVE THE DETAILS

If you try to give them the big picture first you may frustrate them, so don't do it. If the person has asked for the details, the steps, and the granularity of their role or task, give it to them. Then continue by telling people the big picture too. If they hear the big picture message, you have improved their perspective and understanding – and most importantly, helped them better understand the tasks they are being asked to do.

5 Ways To Share The BIG PICTURE

ASK THEM WHAT



Helping people see something new needs to include finding out what they already see. In other words, questions can be powerful here.

Examples:

- How does this task fit into the overall goals for the team?
- What are the most important components of doing this work successfully?
- You might find they do understand the big picture, that they have a faulty perspective, or have no clue at all.

Questions like these will help you create awareness and understanding in others – and set the stage for the last two suggestions.

5 Ways To Share The BIG PICTURE

CONNECT THE BIG PICTURE TO THEIR WORK



Often the big disconnect isn't knowing the work or even knowing the big picture. Often the gap is that people don't see how those two go together. As leaders, we assume that once they see the big picture, they see how it is relevant to them. That is a bad assumption. Once people understand the aerial view, help them see how their work is an integral part of the whole.

5 Ways To Share The BIG PICTURE

CONNECT THE BIG PICTURE TO MEANING



People want to do work that has a purpose and a meaning. People want to make a difference. One of the best ways to help people get that sense is to help them see what the organization is about and where it is headed.

Those aspirations are usually inspiring and filled with meaning. Give your team members a sense of meaning in their work and you will be doing some of the most important work you could ever do.



Thank you!

Suzanne Kondner,
President
Human Advantage, Inc.

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*“Without strategy, execution is aimless.
Without execution, strategy is useless.”*

Morris Chang