# The Vision to Action Hot List

## Igniting the Passion and Imagination of an Organization to Introduce Positive Change

*Implementation Research Team IS 31, Vision to Action*

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The move from vision to action is challenging because it requires individuals to translate their passions into strategic necessities that motivate teams and organizations. For many individuals, this challenge is compounded by the processes required to give implementation teams the resources and commitment to succeed.

This implementation resource provides a list of key items from the IS 31 research data that can guide innovation champions through the vision to action process. This short-form tool brings into focus the ideas gathered throughout this and previous research efforts, to ensure that any organization can successfully implement innovative processes and practices.

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# Vision *to* Action Hot List

1. **Make It a Priority.** *Put innovation at the top of the list of organizational priorities, and back it up with appropriate resources.*
2. **Strategize Strategic Success.** *Have an idea of where this vision can take the organization and how it aligns with strategic goals.*
3. **Communicate a New Reality.** *New practices and change will mean a new reality: start defining what that reality may look like within the organization.*
4. **Inspire the Team.** *Be a leader and inspire the organization to feel the need to move from vision to action.*
5. **Embrace the Vision.** *The vision must be supported and nurtured. Make sure it becomes part of what you discuss at all levels of the organization.*
6. **Be Loud and Proud.** *Speak about innovative practices whenever and wherever possible, and demonstrate the organization's commitment to these strategic moves.*
7. **Spread the Word.** *Communicate the vision and reinforce the communications at every opportunity.*
8. **Own It and Live It.** *Personally promote a new innovation or practice at every opportunity, and demonstrate usage wherever possible.*
9. **Drive the Train, Don't Watch the Parade.** *Personally get involved with setting goals; do not simply assign the responsibility to individuals on the staff.*
10. **Grow the Fire, Not Just the Flames.** *Once you have ignited the passion for innovation and new practices, make sure you focus on growing that fire throughout the organization.*