IF YOU <u>DON'T</u> HAVE AN INSPIRING VISION STORY ...



... you have at least some of these instead:

- 1. At least one extra layer of management (probably at the director level)
- 2. Slow and difficult decision making
- 3. Change is painful and slow
- 4. Confused branding and marketing
- 5. Customer dissatisfaction at some level
- 6. Resource waste
- 7. Lower shareholder returns
- 8. Lower return on investment
- 9. Employee turnover and absenteeism
- 10. Less fun, enthusiasm, and camaraderie inside the organization