

Creating line of sight

Leadership and learning hub

The importance of connecting employees to the vision¹

[Leadership competencies for Queensland](#) identifies that leaders need to think critically and act on the broader purpose of their agency. Research indicates that a connection between work and organisational strategy is the number one driver amongst employees for 'going the extra mile' or applying discretionary effort. Fostering a sense of connection with your agency can improve employee effort by as much as 32.8%.

Opportunities to reinforce the connection between employees and your agency vision include:

- team meetings
 - review stakeholder feedback
 - review customer feedback
- job training discussions
- performance reviews
- project feedback discussions
- regular check-ins
- task assignment conversations
- induction discussions.

Connect employee's roles to the strategy and success of the agency

Who are we?

Draw connections between your agency's purpose and strategy, how it operates and what your senior leaders hope to achieve from:

- Strategic plan
- Service delivery statements
- Annual report
- Direct manager

Why do we exist?

Refer to your agency's mission and vision, reinforcing why its purpose and strategy matter, using:

- Annual report
- [Advancing Queensland's priorities](#)
- [#BeHere4Qld](#)

How does the team contribute to your agency's success?

Demonstrate how the team helps achieve the mission and vision of the agency by recognising success and aligning outcomes with resources including:

- Agency intranet and internet
- Role descriptions

¹ Adapted from The Corporate Executive Board Company, 2009