



Session Outline

A VISION THAT ANCHORS

CHRISTINE CAINE

COFOUNDER, The A21 Campaign & Propel Women; **BESTSELLING AUTHOR**

AN INVITATION

- Are you going to be paralyzed or dig deeper?
- Are you going to allow your life to be interrupted?

FEELING UNMOORED FROM YOUR VISION (14:00)

- How did you get here?
- Do you want to keep paying the price to keep going?

YOU WILL DRIFT (20:45)

- All you have to do to drift is nothing.
- Drifting is the default setting for humanity.
- You do not have to do anything bad to drift; just do nothing.
- We have suffered from vision myopia.
 - Whatever is most urgent is all we are looking at.
 - We have lost sight of our long-range vision.
 - We need to get our vision back.
- Drift shows up by slowly compromising in small things.
- Purpose drift is when we forget why the organization exists.
- Priority drift is when we misalign our time, our resources and our focus.
- Culture drift is when the values, integrity and resilience of our teams erode.



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- Impact drift is when we are still busy but no longer measuring the right outcomes.
- Strategic drift is when we slowly deviate from the core strategy.

THREE CAUSES OF DRIFTING (28:20)

- Endless scrolling and swiping
 - When selfie culture infiltrates leadership culture, we'll drift.
 - Leaders are more visible than ever but more detached from real-world impact than ever.
 - We need fewer impressive leaders and more anchored leaders.
- Living in an immediacy culture
 - Faith is not enough to fulfill your purpose; it is faith and patience.
 - It is going to take longer and hurt more than you ever thought.
 - We have to be committed to the long haul.
- Our unwillingness to name our fears and insecurities
 - If there is a disparity between our internal world and our external world, we will drift.
 - You cannot focus with clarity on the future when you are hemorrhaging in the present.
 - Often our own present pain blinds us to future hope.
 - We need to see people again and stop looking at ourselves.

THREE QUESTIONS TO STOP THE DRIFT (36:35)

- Reanchor: What vision did you drift from that needs to be recovered?
- Rebuild: What system, structure or rhythm no longer reflects that vision?
- Reignite: Who needs to hear the “why” again to be re-inspired?