The Ki Visions Story



I’ve always been interested in human dynamics in the workplace. During my operational years I focused on being the best leader possible – and learned a lot. Then, the transition from “boss” to “academic” was stark.  However, a significant benefit ensued: serving as faculty at a major university mandated a reflection on “why” things work as well as encapsulating “what” works.

During this research, I discovered that many who serve in positions of authority spend a vast majority of time focused on the tactical while “hoping” strategic objectives are being achieved.  The focus of my academic effort became:

1.       Do leaders make a difference?  If so, how?

2.       What does it mean to be a leader?

3.       How do good people become great leaders?

The “Ki Visions” name came from two primary areas I studied:

First, true leaders realize the serious and direct impact their decisions have on others.
 Through my studies and travels in Asia, I found the powerful phenomenon which
 encapsulates this dynamic: Ki \*

Second, leaders must establish/maintain the vision upon which all who work with them
 will focus their efforts.

Hence, Ki Visions…

Our logo, which melds cultures of the East and West, includes the Yin-Yang symbol.  Understanding our purpose for including this symbol is critical to leaders: the *employment* of the decisions we make could have potentially diametrically opposed outcomes.  Let’s deal with an example: our Constitution establishes in law the right to life, liberty and the pursuit of happiness.   This implies each individual has the opportunity to decide his or her own fate.  This should lead to people making decisions which best suit their needs.  However, if you routinely make decisions which appear positive for you yet negatively impact others with whom you are involved, the likelihood of “happiness” is virtually non-existent.  The negative impact, to you the leader, will be magnified if others involved believe your intent was to inflict a negative outcome.

With these issues serving as the basic tenets for my leader philosophy, I set out to develop a process that would help good people become great leaders.  The product: our 7-part leader development series, *Living With the Consequences - Unlocking the 7 Doors to Leader Success” (*see our “Programs” page*).*

We believe leaders must be developed based upon where they are on the leader spectrum (i.e., Emerging Leaders, Leaders With History, or Leaders of Leaders).  Because leaders need to know not just what a good leader is but how to become a great leader we employ the lessons in the *Living With the Consequences* series in all we do: internally in our company and in our work with you, our clients.

Becoming a leader is a long, arduous process with many trials.  You will only be successful with some of these trials but know that all your experiences help shape the leader you ultimately become.  Let us help you with that process.

\* pronounced “key”; ki is Japanese; some may be familiar with the Chinese equivalent: “chi”