

FROM THE VAULT – Vision: A Conversation with Frank Blake, Part 2

Effectiveness Equation

If you don't have a vision or idea that is accepted, it is not going to be effective.

$$Q \times A = E$$

quality x acceptance = effectiveness

The trade for getting your vision or idea accepted is giving people **responsibilities over tasks**.

Empowered people are the key to running an effective organization. By assigning responsibility you are handing the discretion of exercising that responsibility to someone else.

How to get vision or ideas accepted:

- 1 Focus on **how other people are coming on board** with the idea you are implementing.
- 2 **Don't** focus on getting the idea **100 percent right** and **expect** people to automatically get behind it.

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