



SUCCESS WITHOUT LIMITS

LEADERSHIP PLAYBOOK

How Vision, Communication & Alignment Create Success Without Limits

A PRACTICAL GUIDE FOR LEADERS WHO WANT THEIR TEAMS MOVING IN THE SAME DIRECTION



RON JUTZE
VISION MARRIER • TEAM BUILDER

WELCOME

A Personal Note from Ron

Leadership is one of life's greatest privileges.

Every day, leaders have the opportunity to influence people, shape culture, solve problems, and build organizations that make a lasting difference.

Yet after more than **40 years** of leading, coaching, and serving organizations, I've discovered something surprising:

Most organizations don't struggle because they lack talented people. More often, talented people simply aren't moving in the same direction.

I've watched gifted, committed teams work incredibly hard yet fall short of what everyone believed was possible. I've also watched teams accomplish extraordinary things when leaders created a compelling vision, communicated it consistently, and aligned people around a common purpose.

That's why I created ***The Success Without Limits Leadership Playbook***.

These pages aren't meant to be another collection of leadership theories. They're designed to help you think differently about how organizations truly succeed—and give you practical ways to take those ideas back to your team.

As you work through this Playbook, don't rush.

Pause. Reflect. Discuss. Apply.

And throughout the journey, I want you to keep asking one question:

What picture are my people seeing?

Because I've become convinced of this:



My hope is that this Playbook helps you create a clearer vision, communicate that vision more effectively, align your people more intentionally, and create the kind of momentum that leads to ***Success Without Limits***.

I'm honored to take this journey with you.

A handwritten signature in dark ink that reads "Ron Jutze".

RON JUTZE

Vision Marrier • Team Builder

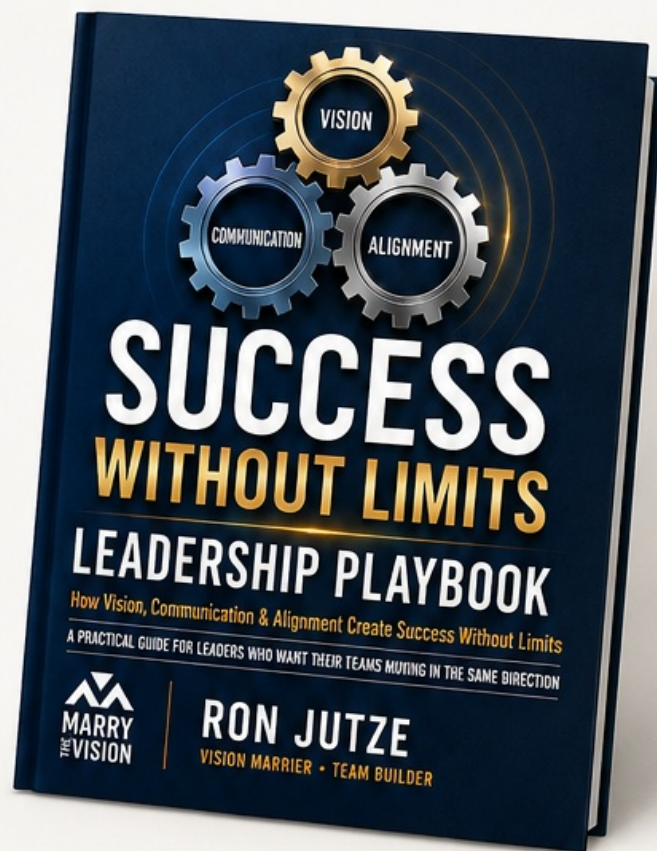


“ People move toward the picture they continually see. ”

HOW TO USE THIS PLAYBOOK

This Playbook is designed to help you lead with vision, communicate with clarity, and align your team for greater impact.

Each section offers insights, practical tools, and reflection questions to help you turn ideas into action. Here's how to get the most from it.



1 READ

Take time to read each section and absorb the key principles.



2 REFLECT

Use the reflection questions to think deeply about your leadership.



3 DISCUSS

Share the insights with your team and have meaningful conversations.



4 ASSESS

Complete the checks and exercises to evaluate where you are.



5 APPLY

Put what you learn into action and lead with intention.



LEADERSHIP SHIFT *This isn't just information. It's transformation.*

The more you engage, the more this Playbook will help you lead with greater clarity, stronger teams, and lasting kingdom impact.



MY FIRST COMMITMENT

What is one leadership area you are committed to growing through this Playbook?



**THIS PLAYBOOK IS A ROADMAP.
YOU BRING IT TO LIFE.**

WHEN HARD WORK ISN'T ENOUGH

*The problem is rarely effort.
The problem is direction.*

People aren't failing because they're lazy. They're failing because they're pulling in different directions. You can have talented, committed people, but if they aren't aligned, progress will always feel frustratingly slow.



**Different directions.
Waste of energy.
No lasting results.**

THE TWO-HORSE RULE



At a state fair, two of the strongest horses each pulled 9,000 pounds. When they hitched those same horses together to the same wagon, they didn't pull 18,000 pounds—a mere doubling of their individual efforts. **Instead, together in true teamwork, they pulled over 30,000 pounds. Over 3X what they could pull individually.**

Now that's synergy!



THE ANSWER

That's why the Three Essentials matter.

***Vision.
Communication.
Alignment.***



LEADERSHIP REFLECTION

- 1** WHERE AM I SEEING PEOPLE PULLING IN DIFFERENT DIRECTIONS?

- 2** WHAT FRUSTRATION OR SLOWDOWN IS THIS CAUSING?

- 3** WHAT WOULD CHANGE IF WE BEGAN PULLING TOGETHER?



THREE ESSENTIALS. ONE DESTINATION.
VISION SETS THE DIRECTION. COMMUNICATION PAINTS THE PICTURE.
ALIGNMENT PUTS US ON THE RIGHT PATH TO TOGETHER.



Talent creates potential. Direction creates progress.
Alignment creates momentum.

THE THREE ESSENTIALS

Three essentials. One result.

Every thriving organization is built on three essentials working together. When vision, communication, and alignment are strong, everything moves forward. When one is missing, momentum slows—or stops.



VISION

Creates the Picture

Leaders help people see a future worth moving toward.



COMMUNICATION

Paints the Picture

Leaders make the vision clear, memorable, and consistently understood.



ALIGNMENT

Moves Everyone Toward the Picture

Leaders connect people, priorities, and actions so the organization moves together.

**VISION + COMMUNICATION + ALIGNMENT
= SUCCESS WITHOUT LIMITS**

When all three turn together, momentum happens.



THE LEADERSHIP QUESTION

Which of these three essentials is strongest in your organization today—and which one needs your attention?



**ONE ESSENTIAL MISSING. MOMENTUM DISAPPEARS.
ALL THREE STRONG. LIMITLESS IMPACT.**

VISION CREATES DIRECTION

Create the picture people can see,
believe in, and move toward.



Vision is more than a dream.
It is a clear picture of a better future
that gives people direction today.
A compelling vision answers four
essential questions:



WHERE ARE WE GOING?
It paints a clear picture of the
future we are pursuing together.



WHY DOES IT MATTER?
It connects the vision to something
bigger than ourselves and shows
its eternal significance.



**WHAT DOES SUCCESS
LOOK LIKE?**
It defines what accomplishment
means and gives us a target
we can rally around.



WHY SHOULD I CARE?
It helps every person see their
role and why their contribution
makes a difference.



People don't give their best to a job.
They give their best to a purpose.



VISION CHECK
Take time to clarify your vision.
Use the four questions above to write or discuss
your answers with your leadership team.

1 Where are we going?

2 Why does it matter?

3 What does success look like?

4 Why should I care?



If people cannot see the future, they cannot move toward it together.

MAKE TOMORROW VISIBLE

Vision isn't simply goal-setting. It's helping people see a better tomorrow.

A compelling vision paints a picture of what life or work will look like when we succeed together.



A GREAT VISION ANSWERS THE QUESTION:

If we do this well, how will tomorrow be better than today?

Describe the better tomorrow your vision creates in each of these important areas:



CUSTOMERS

*Better products
& services*

What will be better for
the people we serve?



PEOPLE

*A better work
environment*

What will be better for the
people on our team?



RESULTS

*Better sales
& growth*

What will be better for our
organization or ministry?



REWARD

*A better future
for our people*

What will be better for
their future and legacy?



If we do this well, tomorrow will be better because...



PAINT YOUR PICTURE IN WORDS

Use the space below to describe the better tomorrow your vision creates.
Be specific, descriptive and inspiring.



*Can they see the future you are inviting them into
without needing to read a strategic plan?*

COMMUNICATION PAINTS THE PICTURE

Great leaders know how to make the vision clear in the minds and hearts of their people.

Communication is more than transferring information—it's transferring imagination. Our words, tone of voice and body language are the brushes we use to paint the picture of a better tomorrow.



THE BLUE CAR STORY



A father and son went to the car dealership. The son saw a beautiful blue car and said, “That one, Dad. That’s the one I want.” The father agreed. They talked about the price, the down payment and the monthly payments.

On the way home, the father asked his son what color car he wanted. Without hesitation the son said, “The blue one!”

The father thought they had a great conversation. They talked. But did they really communicate?



THE LESSON FOR LEADERS

Many leaders assume people understand the vision when they’ve only communicated the pieces. Unless we paint a clear, compelling picture, people will fill in the blanks with their own assumptions—and they may not match ours.



PAINT THE PICTURE

Take a moment to reflect on how you communicate your vision.

What are my hearing, seeing and feeling when I hear you communicate the vision?



HEARING

What words do they hear?



SEEING

What do they see you do or show?



FEELING

What emotional impact do they experience?



REFLECTION QUESTIONS

1. Is my message clear and consistent across all three “brushes” (words, tone, body language)?
2. Do my people see the same picture that I see?
3. What adjustments can I make to communicate more clearly and compellingly?



*Every organization is living inside a picture. The only question is... **Who painted it?***

COMMUNICATION IN ACTION

Communicate until the picture is clear.

Great vision deserves great communication. People don't need more information; they need more clarity. Keep painting the picture until everyone can see it, own it and move toward it.



Clarity doesn't
happen once.
It happens on purpose.

FOUR WAYS TO KEEP THE PICTURE CLEAR



1 REPEAT

People don't remember everything you say. Repeat the key messages consistently.



2 REINFORCE

Use stories, examples and wins to reinforce the vision and build understanding.



3 RECONNECT

Keep listening. Ask questions. Make sure people feel connected to the vision.



4 MODEL

Your actions are the loudest communication. Live the vision every single day.



THE 30-SECOND TEST *Can your people answer this?*

"What are we trying to accomplish, and why does it matter?"

If they can't, the picture isn't clear yet.



COMMUNICATION CHECK

Take a moment to evaluate your communication.



WHAT MESSAGE

needs to be repeated?



WHERE DO OUR ACTIONS

contradict our words?



WHAT CONVERSATION

do we need to have next?



You don't need perfect words.
You need clear, consistent communication.
Paint the picture. Then paint it again.

ALIGNMENT TURNS VISION INTO REALITY

Even the best vision can go nowhere without alignment.

When people, priorities, and processes pull in different directions, the organization drifts. Like a vehicle out of alignment, it creates friction, wastes energy, and keeps us from reaching our true destination.



A vehicle doesn't simply drift back into alignment.

It must be adjusted on purpose.

ALIGNMENT IS WHERE VISION BECOMES REALITY.



PEOPLE

Are our people moving toward the same future?

Unity of heart and purpose creates unstoppable momentum.



PRIORITIES

Are our decisions and daily activities supporting the vision?

What we prioritize today determines where we go tomorrow.



TEAMS

Are departments working together—or operating independently?

Collaboration multiplies impact. Silos kill it.



VISION IMAGINES. **COMMUNICATION CLARIFIES.** ALIGNMENT EXECUTES.



ALIGNMENT CHECK

Take a moment to assess your organization.

1 WHERE ARE WE DRIFTING?

Where do you see misalignment right now?

2 WHAT IS THE IMPACT?

What friction, confusion, or wasted energy is this causing?

3 WHAT NEEDS REALIGNED?

What people, priorities, or processes need to be adjusted?



Alignment doesn't happen by accident. It happens by intentional leadership.

ALIGNMENT IN ACTION

*Alignment isn't a hope.
It's a leadership discipline.*

Vision without alignment creates frustration.
Communication without alignment creates confusion.
Activity without alignment creates exhaustion.
But alignment creates focus, unity and unstoppable momentum toward the future God has called us to.



*Alignment keeps us
on the right road,
moving toward the
right destination.*



FOUR PRACTICES THAT CREATE ALIGNMENT



CLARIFY

*Get clear on the
vision and the
why behind it.*

Clarity eliminates
misalignment at the root.



CONNECT

*Connect people
to the vision and
to each other.*

Connection builds unity
and shared commitment.



ALIGN

*Align priorities,
processes, and
resources.*

Alignment ensures everything
moves in the same direction.



ADJUST

*Adjust along the way
as God leads and the
mission evolves.*

Adjustment keeps us
flexible without losing direction.



**ALIGNED LEADERSHIP IS THE DIFFERENCE
BETWEEN BUSY AND EFFECTIVE.**



ALIGNMENT ACTION PLAN *Where will you lead your team toward greater alignment?*

- 1 WHAT WILL I CLARIFY?**
What needs to be clearer for my team right now?

- 2 WHO NEEDS TO BE CONNECTED?**
Who do I need to connect to the vision—or to each other?

- 3 WHAT WILL I ALIGN?**
What priorities, processes, or resources need to be aligned?



- REFLECTION QUESTIONS**
1. Where is misalignment causing friction or slowing us down?
 2. What is one alignment step I can take this week?
 3. How will greater alignment help us advance the Kingdom?



*When we align around a compelling vision,
we don't just go farther—we go together.*

MOMENTUM CREATES SUCCESS WITHOUT LIMITS



Aligned people doing the right things consistently will move any mission forward.

When vision is clear, communication is consistent, and alignment is strong, momentum is inevitable. Momentum is what turns plans into progress and effort into impact. It builds confidence, multiplies results, and opens the door to greater Kingdom influence.



Momentum is not magic. It's the natural result of *clarity, consistency, and commitment* working together.

FOUR DRIVERS OF MOMENTUM



1 FOCUS

Are we working on the right things?

Stay anchored to the vision and resist the distraction of good but unimportant tasks.



2 FOLLOW THROUGH

Do we finish what we start?

Consistency builds trust. Follow through turns plans into credibility.



3 CELEBRATE WINS

Do we recognize and build on progress?

Celebrate the small wins that fuel motivation and strengthen the team.



4 KEEP MOVING

Do we keep the momentum going?

Never settle. Keep learning, adapting, and pushing toward the next level.



**VISION GETS US STARTED. ALIGNMENT KEEPS US TOGETHER.
MOMENTUM TAKES US FURTHER THAN WE EVER IMAGINED.**



MOMENTUM ACTION PLAN *What will you do this week to create more momentum?*

1 WHAT WILL I FOCUS ON?

What are the one or two things that will move the vision forward this week?

2 WHAT WILL I FINISH?

What commitments or projects will I complete?

3 WHAT WILL I CELEBRATE?

What progress will I recognize and celebrate?

4 HOW WILL I KEEP GOING?

What is my next step to keep the momentum strong?



REFLECTION QUESTIONS

1. Where have we experienced the most momentum in our ministry recently?
2. What helped create that momentum?
3. What is one thing I can do this week to increase momentum?



*Momentum is built one faithful step at a time.
Keep the right direction. Keep the right pace. Keep moving.*

YOU SET THE STANDARD

Leadership is the multiplier of the three essentials.

People look to you more than they listen to you. They watch your choices, your consistency, and your character. When you lead with vision, communicate with clarity, and align your actions, you give others permission to do the same.



You don't just influence what people do. You influence who they become.

FIVE LEADERSHIP COMMITMENTS



1 SEE THE FUTURE

Am I staying focused on the long view?

Great leaders keep their eyes on the vision and not the noise.



2 SPEAK WITH PURPOSE

Are my words building clarity and confidence?

Your words set the tone and either build or break momentum.



3 ALIGN MY ACTIONS

Do my actions match what I say and what we believe?

Leadership credibility comes from alignment between word and deed.



4 EMPOWER OTHERS

Am I developing leaders or doing everything myself?

Your job is to multiply leaders, not be the limiting factor.



5 FINISH STRONG

Am I leading with endurance and surrender?

Stay faithful. The finish is often the moment of greatest impact.



LEADERSHIP ACTION CHECK

Take a moment to assess yourself as a leader.

1 WHERE AM I STRONG?

Which commitment comes most naturally to me?

2 WHERE DO I NEED TO GROW?

Which commitment challenges me most?

3 WHAT WILL I DO?

What is one specific step I will take?

4 WHO WILL HELP ME?

Who will hold me accountable?

5 WHEN WILL I START?

What is my timeline for action?



REFLECTION QUESTIONS

1. Which leadership commitment, if strengthened, would have the greatest impact on my ministry?
2. How do my actions give others permission to follow the vision?
3. What legacy am I building through my leadership right now?



Leadership isn't about being in charge. It's about taking others where they couldn't go without you.

STAY THE COURSE WHEN IT GETS HARD



Every leader and organization will face pressure. The question is: Will you drift or stay?

Distractions are loud. Criticism comes fast. Change creates uncertainty. But leaders who stay aligned to the vision, communicate with clarity, and lead with consistency will finish strong. Staying the course isn't about perfection—it's about persistence.



The distance between vision and reality is traveled one faithful decision at a time.

FOUR WAYS TO STAY THE COURSE



1 KEEP THE VISION IN FRONT

Can everyone still see where we're going?

Revisit the vision often. Repeat it. Remind your team why it matters and what destination you're pursuing.



2 COMMUNICATE CONSISTENTLY

Are my words bringing clarity or confusion?

Silence creates doubt. Consistent, honest communication builds trust and keeps everyone moving in the same direction.



3 ALIGN DAILY ACTIONS

Do our actions match our priorities?

Small, daily choices either move the mission forward or pull it off track. Choose on purpose.



4 ENDURE WITH FAITH

Do I trust God even when the road is tough?

Faith fuels endurance. Keep trusting, keep leading, and keep going. God is writing your story.



STAY THE COURSE CHECK

Take an honest look at where you are right now.

1 WHAT'S DISTRACTING US?

What is pulling my attention or my team's focus away?

2 WHAT NEEDS CLARITY?

What do we need to clarify or communicate better?

3 WHAT ACTIONS ALIGN?

What actions will move us forward this week?

4 WHERE DO I NEED TO GROW?

What do I need to strengthen in myself as a leader?



REFLECTION QUESTIONS

1. What challenge is currently testing our ability to stay aligned?
2. How can I encourage my team to stay focused and faithful?
3. What step will I take this week to strengthen our alignment and keep moving forward?



Champions aren't defined by the path they start on. They're defined by the finish line they refuse to quit on.

LEAD IT. LIVE IT. LEAVE A LEGACY.



Great leaders don't just achieve results. They build leaders that advance a brighter future.

Your leadership today shapes people, impacts generations, and extends the vision long after you're gone.

Lead with vision. Communicate with clarity. Align with purpose. And leave a legacy that impacts future leaders, organizations and ultimately changes the world.



The best way to predict the future is to lead it. Your legacy begins with today's decisions.

PUTTING IT ALL TOGETHER



1 VISION CREATES THE PICTURE

Why are we here and where are we going?

- It gives direction.
- It inspires belief.
- It sets the destination.



2 COMMUNICATION CLARIFIES

How do we make the picture clear to everyone?

- It builds understanding.
- It builds trust.
- It keeps the message alive.



3 ALIGNMENT MOVES US FORWARD

How do we move together with unity and purpose?

- It creates unity.
- It multiplies impact.
- It produces momentum.



*When these three essentials work together, there are **no limits** to **future success** through your leadership.*



LEADERSHIP LEGACY ACTION PLAN

*What will I do next?
Turn insight into action.*

1 WHAT WILL I KEEP DOING?

What is already working that I want to strengthen?

2 WHAT WILL I START DOING?

What is one new habit or practice I will begin?

3 WHAT WILL I STOP DOING?

What is holding me back that I need to let go of?



REFLECTION QUESTIONS

Take time to reflect and respond honestly.

1. How will I continue to strengthen these three essentials in my leadership?
2. What kind of leader do I want to be remembered as?
3. What legacy do I want to leave through my leadership and my life?



*Vision sets the course. Communication clarifies the way. Alignment moves us forward. **You lead the legacy.***



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SCHEDULE A VISION ALIGNMENT CALL



Scan QR code to
schedule a complimentary
**20-minute Vision
Alignment Strategy
Session** with Ron.



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Ron books directly. Share the details of your event and he will respond personally. No agency, no intermediary.



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AVAILABLE RESOURCES ON WEBSITE



LEADERSHIP ESSENTIALS COURSE

Ready to Unlock Your Leadership Potential? Ron pours 40 years of leadership experience into 8 video chapters & 24 lessons. Includes downloadable PDF's for each lesson. Get the essential fundamentals most leaders spend a lifetime figuring out.



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