

## When Vision Takes Root, Discipline Bears Fruit

### **From Activity to Greatness with the Holy Spirit, the Hedgehog, and Habits 2 & 3**

Over the last three years, God has been speaking to me about vision. What started as scattered lessons in business and ministry has become a clear theme: vision is everything. Without it, I get busy but not effective. With it, even ordinary choices feel purposeful. This essay is my attempt to pull those years together into one story — to connect what I’ve learned in Business Leadership School with what God has been teaching me in real time.

As I reflected, the Hedgehog Concept from Jim Collins’ *Good to Great* stood out as a mirror of what God has been shaping in me: find the one thing, the thing I can do best, the thing I love, the thing that sustains. When combined with Stephen Covey’s Habit 2 (*Begin with the End in Mind*) and Habit 3 (*Put First Things First*), it’s not just a business framework — it’s a faith practice. Together, they show that vision is the seed, discipline is the fruit, and focus is the trellis that keeps everything growing in the right direction. Endnote 9

#### **Vision Plants the Seed**

Covey says “all things are created twice”: first in the mind, then in the world.<sup>1</sup> That’s not just motivational fluff; it’s how life works. Without a mental picture of where I’m going, I can climb ladders as fast as I like and still end up leaning against the wrong wall.

The Hedgehog Concept sharpened this mental picture for me. Collins asks three simple but piercing questions: What can you be best at? What are you deeply passionate about? What drives your economic engine?<sup>2</sup> For our business, that intersection looks like this: integrity and accountability as core strengths, people-first work fuelled by passion, and an economic engine built on relationships and referrals.

That kind of clarity has become my filter. If something doesn’t fit passion, giftedness, and sustainability, it’s a gracious but firm *no thank you*.

The fox-versus-hedgehog image makes this real. For most of my adult life I was a fox — scattering my energy across “many baskets” so that if one fell, I’d still have others. That sounded wise, but in practice it left me stretched thin and without a long-term end game. Over the past three years, through God’s guidance and the

right people in my life, I've shifted. Now I see myself as a hedgehog: clear, steady, and focused. My 2025 year verse, Romans 5:17, reminds me that God has called me for *so much more*. That is vision in action — clarity that narrows focus, inspires passion, and sustains momentum.

GoBusiness gave me two phrases that cemented this: root-fruit reality and cathedral vision. Strong roots — values, patterns, borders — produce healthy fruit. And cathedral vision keeps me from only thinking about today; it lifts my eyes to generational building in family, church, and business. Vision doesn't just change what I do; it changes the timescale I care about. Endnote 4

## **Discipline Bears the Fruit**

Endnote 9 If Habit 2 answers *where* and *why*, Habit 3 answers *when* and *what now*. Covey's Quadrant II — the "important but not urgent" work — doesn't bang on the table for attention, but it quietly shapes everything.<sup>3</sup> For me that means putting strategy before email, relationships before tasks, prayer before pitches, and deep work before busy work. I used to measure progress by how full my calendar looked; now I measure it by how closely my time matches God's vision for me.

GoBusiness gave me a simple rhythm: recognize, apply, master. See where a principle fits, act on it, practice until it sticks. That's how "strategic time" moved from a nice idea to a weekly habit: pens by my bed for Holy Spirit nudges, Sabbath reflection to ask "Is my time aligned?" and intentional pauses to realign when the answer is "not really."

Discipline, I've discovered, isn't just grit — it's structure that protects vision.

The Hedgehog makes discipline easier. Once I name the one big thing, the to-do list almost edits itself. I prioritize client relationships (economic engine), focus on the consulting projects we can be best at (giftedness), and choose work that energizes us (passion). Everything else? Drift.

## **Borders, Trust, and the Cost of Clarity**

Two lessons from the course hardened my spine.

Borders. "God pays for what He orders." Wise leaders don't stretch beyond healthy borders. I learned this the painful way when we carried two mortgages after a poorly timed move. The decision wasn't wrong, but the

timing and the financial border were. Tuition was expensive, but the lesson stuck: borders guard mission, presumption punishes it.

Trust. The “Bridge of Trust” taught me that you only transact at the level of proven strength — character, competence, and scale. You don’t balance a three-tier wedding cake on a paper plate, and you don’t lean your whole heart on someone who’s only ready to carry a little piece of it. That picture reshaped how I partner, hire, and scope projects. Due diligence isn’t suspicion; it’s stewardship. The first trust test starts with me: am I awake on the bridge, or drifting because the opportunity flatters me?

Last year I also saw a friends company drift from people-centred mission into self-interest. The seat changed under me; my character hadn’t. That season reminded me to guard alignment — keep the right people in the right seats, and know when it’s time to step off the bus if it’s going the wrong way. Endnote 9

## **People Before Plans, Reality Before Spin**

Collins’ “First Who, Then What” made me stop and re-think. Great strategies don’t make great teams; great people make great strategies. In practice this means picking partners who love the mission, thrive in disciplined freedom, and fit the culture. Pay checks matter, but values matter more.

It also means noticing “wrong seat” moments versus “wrong bus” moments. Sometimes someone is disengaged not because they’ve changed, but because the seat has. Leaders need to discern whether to adjust the seat or recognize when the whole bus has shifted directions.

And when reality bites, I lean on the Stockdale Paradox: confront brutal facts while holding unshakable faith. <sup>4</sup> In 2024 the brutal facts were clear — I was drained. Faith meant pressing pause, asking God to enlarge my sphere in His time, and walking into 2025 rested and ready. That pause birthed a new season of business alongside my husband, one that felt Spirit-led instead of self-driven.

## **Money as a Tool, Not a Master**

GoBusiness also reshaped my view of money. It’s not a god to chase or an enemy to fear, but a tool to steward. Budgets aren’t legalism; they’re borders. After carrying inconsistent financial habits for too long, we shifted to consistent reviews. That rhythm gave us peace — not glamour, but the ability to sleep at night.

And since our economic engine is referrals, the smartest “marketing spend” is still simple: do good work, deliver honest value, and sometimes recommend a cheaper solution we don’t even sell. Profit is fruit, not root.

## **Ministry in the Marketplace**

God never meant for business to sit in a box outside of faith. GoBusiness emphasized integration: family, church, and work all flowing together. That means my prayer life isn’t a spiritual add-on; it’s operating infrastructure. We pray daily as a couple, weekly as partners, and strategically as a company before we ever draft a plan.

The course framed marketplace ministry in three layers: validation — business is a legitimate field of ministry; evangelism <sup>endnote 5</sup>— meeting real needs through jobs and service; and Kingdom economics — designing systems marked by justice and generosity. That vision gave me freedom to see daily work as training for eternity, not just survival for today.

## **Culture: Questions and Red Flags**

We’ve built a culture around questions: *What are we not seeing? Are we being reactive or prayerful?* Those questions surface truth faster than polished answers. We also do red-flag checks: if pressure is emotional, relationships feel foggy, or timelines are rushed, we pause. That’s not indecision; it’s wisdom.

Collins gave us two more cultural anchors. First, technology as accelerator, not saviour. We adopt tech that strengthens our hedgehog and ignore the trendy noise. Second, the flywheel: steady pushes in the same direction until momentum builds. It’s not glamorous, but neither is farming — and fruit still tastes good.

## **My Personal Journey Through BLS**

Family as a “mean team.” For twelve years we’ve said, “We are a mean team.” That phrase became our leadership style: honest, accountable, supportive.

Boundaries in church and work. Saying yes to everything nearly burned me out in 2022–2023. In 2024 I relearned boundaries: guarding quiet time, separating friendship from reporting lines, and serving without draining dry.

My Arise journey and ministry. Serving women through Arise isn't extra; it's formative. Listening, discernment, and compassion became consulting skills. Evaluating clients and partners isn't just about competence; it's about character.

Mentors as models. My mentor and his wife embodied Level 5 leadership: humility fused with resolve, results without spotlight, legacy over applause. Their example reset my own ambition.

Discernment and partnerships. Instead of hiring quickly, we chose partnerships — trusting God to send the right people and leaning on discernment when the spreadsheet looked tempting, but the Spirit said no.

## **Faith as the Frame**

Scripture confirms everything BLS reinforced: “Where there is no vision, the people perish.”<sup>5</sup> Count the cost before you build.<sup>6</sup> “This one thing I do... I press toward the goal.”<sup>7</sup> GoBusiness reminded me that we're in rulership training — learning to lead God's way endnote 9. That's why prayer for me is not devotional only; it's directional. When vision and discipline flow from prayer, the result isn't pressure but peace.

## **Conclusion: Greatness Is Disciplined Vision**

Vision without discipline is daydreaming. Discipline without vision is drudgery. The Hedgehog keeps both honest. Covey taught me to define the end, Collins pushed me to name the one big thing, and GoBusiness gave me borders, bridges, and an integrated worldview so my work fits God's Kingdom.

When vision takes root, discipline bears fruit — and that fruit is the surest path I know from activity into effectiveness, and from effectiveness into greatness.

## **Endnotes**

1. <sup>i</sup> Stephen R. Covey, *The 7 Habits of Highly Effective People* (New York: Free Press, 1989), 95–144.
2. Jim Collins, *Good to Great: Why Some Companies Make the Leap and Others Don't* (New York: HarperBusiness, 2001), 90–119.
3. Collins, *Good to Great*, 90–91.
4. Covey, *7 Habits*, 151–178.

5. Collins, *Good to Great*, 83–89.
  6. Proverbs 29:18, KJV.
  7. Luke 14:28, NIV.
  8. Philippians 3:13–14, NIV.
  9. GoStrategic, *GoBusiness200 Curriculum Materials* (Santa Rosa, CA: GoStrategic, 2021).
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## **Bibliography**

- Collins, Jim. *Good to Great: Why Some Companies Make the Leap and Others Don't*. New York: HarperBusiness, 2001.
  - Covey, Stephen R. *The 7 Habits of Highly Effective People*. New York: Free Press, 1989.
  - GoStrategic. *GoBusiness 100 & 200 Curriculum Materials*. Santa Rosa, CA: GoStrategic, 2021.
  - The Holy Bible, King James Version and New International Version.
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