

## OUR VISION: A GROUP EXERCISE

This tool is used to help develop an organizational vision. It is best used in a group meeting setting, where teams can complete the exercise and then share their results. Included are step-by-step instructions on how to best utilize this tool. Your team will need this guide and a set of flip charts. This is an invaluable tool for internal and external consultants, as well as managers.

### Using the Tool

**Step 1:** Divide your team into small groups or tables. Distribute a flip chart set to each group.

**Step 2:** Ask each table to appoint a facilitator and note-keeper. They will be responsible for preparing and presenting each table's flip chart.

**Step 3:** Tell the group: "Imagine that you are reading a newspaper ten years from now, and that the front page of The Wall Street Journal (or your local newspaper) has big news about your company or organization. Imagine that this is the best possible news you could read. Write down the headline of the story, along with the main points of the story. Make sure you include the critical decisions the company made in the past ten years to reach this point.

**Step 4:** Give each table 60 minutes to complete their "Our Vision" flip chart.

**Step 5:** Post each "Our Vision" flip chart on the wall. Have each team present their flip chart.

**Step 6:** Write down three questions on another page of the flip chart:

- "What are the common themes you see in these flip charts?"
- "What are the common decision points?"
- "What conflicts do you see among these visions?"

Ask each table to talk about these three questions and prepare flip charts listing their findings. Ask them to be prepared to share the results.

**Step 7:** Invite feedback from the tables. Write down the common themes. Collect the flip charts.

**Step 8:** Ask the group to identify a drafting team to draft a vision statement and to report back to the entire group. Provide the flip charts to the drafting team as reference material.