



Developing a Shared Vision

What: This tool will help a group develop a shared understanding of the future they are working toward creating.

Why: Working on developing the future vision together, helps bring to the surface how people are feeling about their own levels of commitment or compliance to the purpose changes.

When: This is a good warm-up team exercises, and is helpful for talking about common goals in concrete terms without taking on a full-fledged visioning process.

How: Using a series of questions that start with people's own experience and building to a shared understanding of what the team is committing to.

Process for Developing a Shared Vision:

1. If necessary, divide the group in small groups (no more than four people per group).
2. Ask the people to individually describe to their group a time when they worked as part of a team to successfully implement a change.
3. Instruct the groups to listen to each story and ask questions of the teller to determine what it was about that experience that led to success.
4. When the teller is finished, the team lists the elements, themes and factors that helped contribute to success, that were present in the story.
5. Reconvene large group (if applicable) and have each group share their list of elements, themes and factors.
6. Lead a large group brainstorm around the question "How can we, as a team, create those kinds of factors here?"
7. Listen for ideas that seem to fit for the group and when the group has settled on one, ask the question "What would we commit ourselves to?"

Note: You may reach this point in one session, or it may require more. When you reach this stage, the group as a whole is committing to one or more initiatives.