

REFRESH YOUR VISION

VISIONING AND CREATING IDEAS

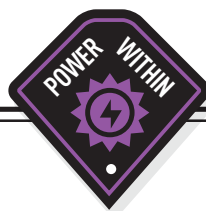
THIS TOOL WILL HELP YOU TO:

- ★ revitalise your vision with an existing project and group
 - ★ review, celebrate and learn from your shared past
 - ★ identify key values and how you like to work
 - ★ create a shared vision for your mission
 - ★ create an action plan to get there together.
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HOW TO:

- 1 Review your project's past to create a 'shared appreciation'.
- 2 Identify what is and what is not working. Brainstorm and create two lists, 'prouds' (i.e. what you are proud of) and 'learnings' (i.e. from what you can draw value).
- 3 Identify values and beliefs underlying both lists, and discuss which ones to keep, refine and abandon.
- 4 Identify potential events, developments and trends that may have an impact on moving forward.
- 5 Create a refreshed vision that is clear, detailed and commonly understood. Draw on the results of steps 2, 3 and 4. All participants should feel a sense of ownership of the vision.
- 6 Translate your refreshed visions into objectives (use the Set S.M.A.R.T. Objectives tool).
- 7 Plan for action - build specific steps with accountabilities, time frames and resources for each action.
- 8 Create a structure for implementing the plan, with midcourse corrections, celebrations, and publicising of successes.

While intended for groups, this tool can also be used by individuals hoping to learn from their experience, and checking in to review and reinvigorate their mission.



BRING IT TO A MAKE CHANGE HAPPEN MEETING

Report back

If you are going to run a Refresh Your Vision session you might want to practice it first. Book the longest slot in a Make Change Happen meeting you can. A Refresh Your Vision session can take from 2 hours to a full day, so you won't be able to practice the whole thing. Think about which sections you most want to practice, and design an abridged version.

Ask other Make Change Happen participants to role play with you. Brief them on your group and project. Let them know any particulars you want to practice. You could even give some of them set characters, perhaps a difficult member of your group.

Run through an abridged version of the session. Make sure you've thought about timing, both for the real session and for your abridged practice session. The support and feedback you'll get will make it all worthwhile.

Practice run

After a brief introduction on the group and project, note some 'prouds', 'learnings', values/beliefs maintained, and values/beliefs dropped. Outline your groups refreshed vision and your action plan for getting there.

Note how the process felt, what worked, what didn't, and what you'd like to crowdsource and receive feedback on.

REFRESH YOUR VISION

HAVE YOU LOST SIGHT OF THE VISION? CHECK IN, RECOMMIT AND REFRESH.

COMBINE THIS TOOL WITH:

- Give and Receive Feedback
- Cut Your Issue
- Set S.M.A.R.T. Objectives
- Plan Your Actions

NOTES