

The ability to align high performance individuals into a high performance team is a requirement for success. Visioneering quickly accomplishes this task. Key to the success of the process is buy-in and consensus building. These objectives will be accomplished while simultaneously attacking specific operational and strategic objectives. We do not view this process as an isolated event, more as a methodology for gaining alignment of personal and organizational vision and ambition on an ongoing basis. The process consists of a number of discrete steps which build on one another and that conclude with concrete and actionable assignments for leadership team members.

The Workshop is made up of the following elements incorporating information gathered through pre-session interviews:

- Personal Visioning
- Organization Visioning
- Team Operating Guidelines
- Action Planning
- Change Management Plan Development

The methodology is based on three fundamental premises:

- The alignment of Personal and Organizational vision and ambition is pivotal to sustainable effectiveness of the team/organization.
- The interpersonal functioning of the high-performance team ultimately hinges on the engagement and person-to-person conversational climate. Effective teams balance “advocacy” and “inquiry” to allow openness with accountability and forward pace.
- Effective team dynamics are necessary but not sufficient for organizational achievement. Targeting the team to specific actions and accountabilities is crucial to optimal and sustained performance. Making the organizational units (finance, operations, marketing, sales, and HR) responsible for execution of the vision ensures relevance to day-to-day operations.

The following elements are required to bring about significant change/organizational effectiveness in making

the Vision operational:

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- Persuasive Communication
- Participation
- Role Modeling
- Expectancy
- Rewards and Recognition
- Organization Standards and Requirements
- Structural Rearrangement

Incorporating these elements, a detailed change management plan is then crafted which delineates various channels of communication and method of influence. In the Follow-up Session, we evaluate progress to date and remedial steps required to stay on plan.

## VISIONEERING™

Our Visioneering™ process assists clients in accelerating growth through the creation of team-wide vision and ambition alignment. As is the case in all of our service areas, the centerpiece of our Visioneering™ engagement methodology is the facilitated workshop. This allows us to achieve the following objectives:

- Create a high performance team capable of addressing complex, difficult issues and aligning the organization around the successful execution of the organizational objective at hand
- Develop a shared team vision and an actionable, executable plan to achieve that vision
- Establish team operating guidelines
- Enhance skills for having productive communication within the leadership team(s)
- Learn and employ multiple tools for causing and managing change