



Vision Workshop

Designing Roadmaps for Organizational Change

Course Description

Whether for a tactical initiative or an overall corporate mission, establishing a vision for change is a precursor to achieving an appropriate and successful change strategy. Vision Workshop allows executives to step back from the day-to-day issues confronting them and to craft a vision for the future enabling the creation of effective strategic plans. Using a thorough yet accessible approach, Vision Workshop takes change planning beyond the construction of simple "SWOT" analyses and challenges or validates the 'gut-feel' of those tasked with creating and implementing the strategies.

Target Audience

Senior executives, strategic planners, task force teams, or any member of a change team involved in planning, organizing and implementing change initiatives in their organizations. To foster operational 'buy-in' from the start, Vision Workshop encourages the participation of a mix of senior-level executives and those individuals who will be tasked with implementing the subsequent business plans and strategies.

Objectives

Participants will:

- clearly define the nature of change envisioned
- examine the people, skills, structure, products, knowledge and processes required for the change initiative's success
- explore the lessons of the past and present and decide how they can be leveraged for success in the future
- agree what the change will look like and determine where and how to allocate resources to achieve the vision
- chart key interdependencies for successful strategies
- establish metrics to measure results
- be ready to generate a vision statement or written change proposal document for wider organizational buy-in

Method

Through a series of short, interactive workshops, change team members build their vision of the future by examining where they want to go, where they are now and how they want to get there. By the end of the process, the team has designed and agreed a roadmap to guide their organization toward the vision of change they have defined.

Duration of the session: 6 hours

Number of participants: Change teams of up to 12 people

Working languages: English, French and Dutch



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