

EXERCISE: CREATING A SHARED VISION IN TEAM

PURPOSE

This is a shared visioning exercise that comes after a team has clarified their mission – the reason they are together and what they intend to accomplish.

This exercise guides a team through the process of creating a shared vision of the future they want, using images and pictures rather than words.

It is useful for all levels of teams and allows people to creatively express what they most want to see come into existence when they are successful at achieving their mission.

Resources Needed

- One flipchart page and several colored markers for each group

PROCESS

Preparation

- Have handy blank flipchart paper for each table and a set of colored markers

Step 1. Create a picture of a desired future state

- Work in teams of four to six people.
- Ask everyone to dream about the future of their team.
- Ask them to think about what they most want to see if their team is effective.

Step 2. Prepare one drawing per team

- Ask each team to prepare one large drawing (flipchart size) that captures the collective dream of the members in their team.
- Encourage everyone to draw, even those who are hesitant to do artwork.

Step 4. Present team drawings

- Ask each team to present its large drawing to a larger group.
- While the teams present their drawings, write down the elements and concepts that the drawings portray.

Step 5. Review the elements and concepts represented in the drawings

- When all the teams have completed their presentations, review the main elements of each vision and write them down in words.

Wrap up and plan next steps

- You can ask the team to transform the elements of the vision into an inspiring piece of prose.
- Some groups have found it inspiring to hold on to the picture.
- Explore in a closing reflection with the team how this image of their shared vision might affect how they work together – what results would they need to achieve to move them closer to this vision.