

Moving beyond executive training, this highly focused workshop is designed for your Board, Management Team or specific Department, to enable you to build the vision that will take you forward while at the same time helping people to understand the part they play in building this vision. What are the motivating factors? When you discover the passion, you can channel it accordingly.

Successful organisations distinguish between their timeless core values (which should be inviolate) and their business practices and strategy which should be responsive to changing market conditions. A combination of team building, change process, performance enhancement and strategic thinking, this dynamic workshop synthesises the elements you need to revitalise and inspire your top people.

Your Workshop Leader: Richard Norris

KEY TOPICS

- Vision: What is it?
- Creating and building your vision
- Vision alignment
- Building Vision pillars – Core values and core purpose
- Cascading your vision
- Leading your vision through enhanced performance
- Measuring you vision's progress
- 7 attitudes to ensure the success of your vision

WORKSHOP FORMAT

Prior to fine-tuning the elements of the outline programme opposite, your Workshop Leader will meet with you/your senior people to agree targeted outcomes for the event. Programme elements will then be drawn from the three phases in appropriate balance to match your specific organisational needs. The course can be delivered as a one-day intensive, but is best run over two or three days.

WORKSHOP OUTCOMES

A strong vision with a strong team aligned to your vision will yield a strong performance. When everyone in your organisation is aligned to your vision you will see a marked improvement in individual, team and organisation performance that is both more effective and efficient and minimises risk, decreases your cost and grows your bottom line.

Outline Programme

PHASE 1-- Building the Vision

1. What is a vision and what is it not?
2. Your vision drivers – values, purpose, compasses and more...
3. Create your vision
4. Your ideal client
5. Your action plan

Once the vision can be stated in terms meaningful to the organisation and its people, how do you then cascade that vision?

PHASE 2 – Cascading the Vision

1. Kipling's 6 – Who, What, Where, When, Why, How
2. 7 attitudes to vision success
3. Leadership and your vision
4. Management and your vision
5. Your people and your vision
6. Communication – your vision critical success factor

Has this workshop process engendered a positive culture shift? If so, how do you propose to maintain it and keep moving forward?

PHASE 3 – Maintaining the Vision

1. Roles & Responsibilities
2. Measuring your vision: goals, objectives and targets
3. Monitoring your vision: Plan - Do - Review - Adapt
4. Appraising performance

"Very effective. I have learned a lot about an area that I was unsure of. The psychology behind examples of human behaviour I found very revealing. Highly professional and well executed."



COMMUNICATE

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