

# Vision Workshop

**What** The Vision Workshop is a simple technique to engage a group in imagining a desirable future and what would have to be accomplished to achieve it.

**When** It is used any time a group needs to move beyond the realities and road blocks of the day to invent a future state that they can work toward.

**How** 1. **Invite the right people:** This method assumes that the people that show up are the right people to make the decision. Therefore people that are invited are very important to the success of the results.

2. **Create the Focus Question:** The workshop is initiated with a Focus Question that has the group imagine what they want to see done within 3 to 7 years. The more specific the better. Ex: What do we want to see in place in 5 years?

3. **Visualize the Future:** Start the brainstorming with a visualization followed by the focus question. The visualization is a directed imagining that carries them into the future where they can see things of interest. The facilitator directs the journey by helping participants enter a state of relaxation through breathing exercises and visualization. Then draws them through visually stimulating verbal descriptions into the future where they can see it through their "mind's eye".

4. **Brainstorm Vision Elements:** After a few moments of visualizing the future the focus question is asked and the participants are asked to write down desired aspects of their visioning. They should write them down and then select 3 to 5 of the most concrete and clearest ideas.

5. **Share Ideas in Small Groups:** In small groups of 3 to 5 people share your ideas. Write each idea on a card using a verb/noun technique of no more than 8 words.

6. **Post Initial Ideas:** The Facilitator then starts the grouping by similar accomplishments. Draw the cards from the groups 1 to 2 cards at a time by asking for the clearest, wildest and different.) Pair up similar ideas. After 4 to 6 pairs are identified have the participants add the rest to the pairs.

7. **Organize and Name:** Organize the groups, largest left to smallest right, and name the accomplishments using a 3 to 5 word verb/noun name. Select the column and ask, "What do you see happening in 5 years? or What is going on here? or What will be our accomplishment?"

<b>Focus Question:</b>				
	<b>Super Header</b> ☺ ◆			
<b>Cluster Vision</b> ◆	<b>Cluster Vision</b> ☺	<b>Cluster Vision</b> ◆	<b>Cluster Vision</b> □	<b>Cluster Vision</b> ○
Vision Idea	Vision Idea	Vision Idea	Vision Idea	Vision Idea
Vision Idea	Vision Idea	Vision Idea	Vision Idea	Vision Idea
Vision Idea	Vision Idea	Vision Idea	Vision Idea	
Vision Idea	Vision Idea	Vision Idea		
Vision Idea	Vision Idea			
Vision Idea				

8. **Reflect on the Results:** Read the column titles. Ask, "Which is the most exciting for you?" "Which will be the hardest?" "What is the significance of accomplishing these changes?"

**Ref:** Spencer, Laura, Winning Through Participation, Kendall/Hunt Publishing, Debuque, IA, 1989 ISBN 0-8403-619-3 Pg 100