

Vision exercise for SMEs

This exercise can be used for the leadership team; groups; departments; the whole organisation

An example project:

The vision session was for a company with 3 in the leadership team (90% owner, a 10% owner and a director of technology with no equity stake).

The first session was up to 3 hours. Followed up with individual coaching sessions for two of the team as well as choosing to have joint coaching sessions.

The focus was designed to identify the vision not just of the owner but also of the key two members of the company's leadership team.

Preparation: to bring an actual item that described visually what each of the three thought or felt was their vision for the company.

We began to answer questions like:

- Who are we as a company?
- What are we passionate about?
- What is the company's way?
- What are our guiding principles?

The discoveries were interesting for all three and unexpected for the owner who realised that something else other than the business was a priority. That set-in train a whole chain of events.

What might happen if you chose to use such an approach? What might emerge?

How can you find out more? Talk to Halina via the Contact form