



*People in Progress,  
Making a Difference*

## Creating Vision & Value ... A Collaborative Workshop

*Enlightened leadership understands that individual's who understand their organization's vision, mission and values generally connect them to their own personal purpose and values. This, in turn, leads to a higher level of commitment, motivation and satisfaction. Without a clearly defined and well-communicated vision all attempts to conduct strategic planning, or implement significant change are most often doomed to fail. More importantly, without shared values, your organizational integrity is at risk everyday!*

### Content Overview

- Vision, Mission & Values (VMV) - Definitions / Benefits / Process
- Vision - " Why Do We Exist?"
- Mission (The Big Picture) - " What Will We Do To Achieve Our Vision?"
- Values - " How Will We Be Together As We Go Towards Our Vision?"
- Obstacles and Enablers to living the VMV
- Communicating the VMV within our Organization (Optional)

(NOTE: A senior leadership team, a group of employees or a cross-functional team representing all levels and areas of the company, can work on the development of a vision, mission and values. The recommended maximum number for the average session is twenty participants.

This program can also be designed to include complete organizations in part or all of the process - every employee! Using a three to four day process an entire company goes through a series of facilitated meetings that result in every individual in the company having had the opportunity to participate in the development of the vision, mission, and values. Please contact StarFish Learning directly for more information on this truly outstanding collaborative process).

### Outcomes

*Participants will learn how to:*

- Develop an Organizational (or Team) Vision
- Develop an Organizational (or Team) Mission Statement
- Develop a set of Organizational (or Team) Shared Values
- Identify factors that can deter the implementation of Vision, Mission and Values
- Employ strategies for overcoming obstacles within this process
- Create a plan for communicating the outcomes of the session within the organization.

### Program Details

This two-day program is customized to each client's specific needs, as it must take into account the existence of previous work done in this area, the development stage of the organization and who is to be involved in the session.