

## PATH TO THE LIGHTHOUSE

### Crafting a Shared Vision and Mission

Our organizational vision is the driving force that motivates us in our work. It is the ideal that we aim to create through our work and often exists as an unspoken, shared collective understanding.

However, there can be differing ideas about an organization's vision within a team. It is important to come to an explicit, common understanding of your organization's vision in order to better identify your future goals.

### WHO SHOULD GET INVOLVED?

All members of the organization's team should be involved.



### AT THE END OF THIS SESSION YOU WILL HAVE:

- *An understanding of your organization's vision and mission.*
- *A common understanding of your organization's key concepts and narrative.*
- *A vision statement to guide your organization in shaping the future you dream of.*

### PREPARATION

If you have already defined a vision statement for your organization, examine it together as a group. Then, put it away and experiment with making a new vision from scratch over the course of completing this Path.

### MATERIALS

- Green and Red Moderation Cards
- Markers
- Flip Chart
- Dixit cards or other cards with images (if you have them)
- Laptop and Projector
- Figures

### TOOLS

#### Method Cards:

Action Planning for Next Steps (02)

Exploring Polarities for a Common Understanding (05)

Vision Statement for Guidance (20)

#### Background Paper:

Testing Key Concepts (03)

Vision and Mission (12)

#### Worksheet:


Action Plan (02)

## ORIENTATION 60MIN

**HOST / PREPARATION GROUP:** Introduce Path and day program.

First round and discussion:

What are vision and mission statements and why do we need a collective vision?

- Use **Vision and Mission (12)**  as a springboard for this discussion.
- Next, if you have Dixit cards (or any other kind of cards with pictures or images on them), every person chooses one card that represents their ideal vision for the organization. After choosing, share your image.

**INPUT TO PATH CANVAS:** 3 aspects which you would like to include in your collective vision.


## GROUNDWORK 60MIN

Get together in small groups and share positive memories about working in your organization. With a spirit of appreciation, discuss the following:

- a situation at work in which you were enthusiastic, motivated, or successful: describe it and explain what made it possible.
- specific moments you like to remember: Why are they special for you? Who was with you and where did they take place?
- what you value most in your work and your organization.

**INPUT TO PATH CANVAS:** 5 aspects you value about your organization: what makes your organization valuable and special?

## SUMMIT 90MIN

Now that you know what motivates your work, dive a bit deeper by exploring differences of opinion for one key concept of your organization, and develop a collective understanding of it. Use **Exploring Polarities for a Common Understanding (05)** 

**INPUT TO PATH CANVAS:** 3 sentences about your understanding of the key concept you selected.

## OUTLOOK 90MIN

Begin to craft the content of your vision statement using **Vision Statement for Guidance (20)** 

**INPUT TO PATH CANVAS:** Your vision statement: what are the 3 most important aspects of your vision?

## ACTION PLAN 60MIN

Create a team who will be responsible for refining the wording of the vision statement and bringing it back to the group at a later date. This can be done within the framework of **Action Planning for Next Steps (02)** 

**INPUT TO PATH CANVAS:** 3 next steps of your action plan. Who will be responsible for refining the vision statement? When will it be finished? When will the whole group meet again to finalize it?

## CLOSING 30MIN

Final round / Check Out