

BRAINSTORMING THE HIGH DREAM

Purpose is an exercise to explore what is possible for the organisation and getting people excited about it.

Process On a flip chart, carved in sand, covered in post-it notes capture the brainstorming ideas elicited from the below questions and take a photo before the tide comes in!

AND POLAR BEARS AND PENGUINS

If your organisation were as good as it could get...

List everything on the flipchart without judgement.

- What would it achieve?
- What behaviours would be seen to get those achievements?
- What is great about working here?
- What is the environment like in this "high dream" place?
- How do you behave in the "high dream" place?
- What are your customers raving about?

Examples of High Dream characteristics—do you need to import any onto your list?:

- | | |
|-----------------------------------|--------------------------------|
| • Alignment at all levels | • I'm seen & heard |
| • On purpose | • Positive intent |
| • Clear communication | • I'm invested in |
| • Clear expectations | • Right person right job |
| • Recognition & appreciation | • Clear career progression |
| • Commitment | • Increased market share |
| • Growth orientated | • Innovation |
| • Involvement at all levels | • Brand ambassadors |
| • Celebration | • Collaboration |
| • Creative is fostered | • Sense of belonging |
| • Playing to own unique strengths | • Profitability |
| • Health relationships | • Regular performance feedback |
| • Full transparency | • Self discipline |
| • Clear boundaries | • Living brand values |
| • Permission to fail | • Increased of right customers |
| • Fun & play | • Promises are kept |
| • Discretionary effort | |



