

BRAINSTORMING THE HIGH DREAM

Purpose: This 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 | |

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Lesson: Questions to now ask everyone:

On a scale of 1-10 (10 being totally connected to the high dream) where are you on the continuum today?

What are your insights?

What are you learning about yourself, the team and your organisation?

What are you choosing?

On a scale of 1-10 how committed are you to the High Dream?
