



Vision Quest™



**Resource
Development
Systems LLC**

Managing the Human Side of Business™

Shattered Myths

Myth 12: *Companies become visionary primarily through “vision statements.”*

Reality: *Visionary Companies attained their stature not because they made visionary pronouncements, but because they succeeded in having their core values and purpose permeate the entire organization.*

*From “Built to Last”
Jim Collins and Jerry Porras*

In a 1999 *Fortune* cover story, it was concluded that emphasis placed on strategy and vision created a mistaken belief that the right strategy was all that was needed to succeed. It was estimated that in 70 percent of cases of failure that the real problem wasn't necessarily bad strategy, but bad execution. In a separate study it was reported that fewer than 10 percent of effectively developed strategies were successfully implemented.

The organizations that do achieve breakthrough results from the use of strategy are those who have created a solid **focus** and **alignment** of that strategy and then get it implemented!

Strategic Planning is really about creating a compelling **Vision: Purpose, Values, and Goals**, that are all in **alignment** with each other, and then insuring that they are lived throughout the entire organization.

A **Vision** is a powerful and driving force in helping any organization achieve significant success. It not only helps to focus the organization and provide energy to propel it forward, but it provides an emotional connection for employees to become engaged and committed to their work.

Creating a **Vision** often seems magical, mysterious and difficult to grasp. It doesn't have to be that way, however. Vision does not have to remain elusive and out of reach. Your organization is capable of achieving and creating a compelling **Vision** and bringing it to reality, and we have the process that can help you do that!

Our **Vision Quest™** is designed to be conducted over the course of 7 to 9 months, and gives you the time to put in place a lasting plan and have it implemented throughout your organization. Most High Performance organizations have taken this long or longer to finalize and implement their strategies that led to their success. Our approach not only keeps you on track, but gives you a process for smoother implementation.

Team Quest™ is a **Seven Elements of High Performance™** Program.

The US Navy has adopted our model for use at the **Center for Naval Leadership** in all of their leadership development programs.



The goals of Vision Quest™ are:

- Create a Preferred Future... a compelling **Vision** for the organization that everyone in the organization can buy into and support by *clarifying* and *aligning* the **Purpose, Values** and **Goals**.
- Determine the **Key Performance Measures** for organizational success.
- Develop an **Action Plan** for implementation of the **Vision**.
- Identify issues related that need further **alignment** to support the implementation of the **Vision** throughout the entire organization.

How Disciplined is Your Organization?

“Visionary,” we learned, does not mean soft and undisciplined. Quite the contrary. Because the visionary companies have such clarity about who they are, what they're all about, and what they're trying to achieve, they tend to not have much room for people unwilling or unsuited to their demanding standards.

*From “Built to Last”
Jim Collins and Jerry Porras*

934 Falling Creek Dr.
Macon, GA
31220

(478) 254-3155
(888) 909-6194
info@rds-net.com

www.ResourceDevelopmentSystems.com

Vision Quest™ Program Overview

Vision Quest Retreat 1 (2 days off-site)

Establish a Vision for the Organization by:

- Understanding the Importance of Vision to organizational success
- Clarifying the Purpose the Organization
- Determine Values that will be needed in order for the Organization to achieve that Purpose
- Begin Exploration of the Strategic Goals necessary for accomplishing the Purpose of the Organization

Follow-up Actions

Meet Immediately in the following week to :

- Distribute important notes and confirm commitments team members have made

Meet in two weeks to:

- Assign Project Teams
- Determine any additional support or staff needed to finalize Goal Setting

Review Session 1 (1/2 day on-site; 4 to 6 weeks later)

- Review Progress on Previous Action Steps
- Review Purpose and Values Statements
- Establish Strategic Priorities and Strategic Goals

Follow-up Actions

Executive Team and Project Team Meets as needed to accomplish assigned tasks

- Finalize and share the Purpose and Values Statement throughout the Organization

Review Session 2 (1/2 day on-site; 4 to 6 weeks later)

- Review Progress on Previous Action Steps
- Finalize Objectives for Strategic Goals
- Establish Measures and Targets for the Strategic Goals

Follow-up Actions

Executive Team and Project Team Meets as needed to accomplish assigned tasks

- Finalize REAL Goals™ and share throughout the Organization

Organizational Culture Review (1/2 to full day on-site; 4 to 6 weeks later)

- Review DiSC® Group Culture Report and Work Engagement Survey™ Organizational Reports

Follow-up Actions

Executive Team and Project Team Meets as needed to accomplish assigned tasks

Re-Assess Team Effectiveness

Vision Follow-up (1 day; off-site; 4 to 6 weeks later)

- Review Progress on Previous Action Steps and Team Assessment
- Finalize the Strategic Goals necessary for accomplishing the Purpose of the Organization
- Finalize the Organizational Performance Scorecard
- Establish Initiatives, Processes, and Systems necessary to support achievement of the Strategic Goals
- Establish Plans to involve everyone in the implementation of the Vision

Follow-up Actions

Executive Team and Project Team Meets as needed to accomplish assigned tasks

- Begin work on Action Plans for sharing the Vision throughout the Organization
- Share the Strategy at all levels
- Establish Performance Scorecards throughout the entire organization

Review Session 3 (1/2 day on-site; 3 months later)

- Review Progress on Previous Action Steps
- Finalize the New Vision and insure it is shared with the entire organization
- Establish measurement and tracking systems for the Key Performance Measures across the entire organization

Follow-up Actions

Executive Team and Project Team Meets as needed to accomplish assigned tasks

- Share the Strategy at all levels
- Begin Tracking progress on Key Performance Measures

Implementation Follow-up Meeting 3months Later

Review Progress and adjust as needed; Reassess and Review Team Effectiveness