



ENVISION

TYPE:

Energizer

GROUP SIZE:

Any

MATERIALS:

Markers/Pencils & Large Sheets of Paper (Flip Chart Size)

INTRODUCTION:

We are going to participate in an activity that will enable us to examine our organization and plan for future initiatives.

DESCRIPTION:

Write the following words/phrases on large sheets of paper: ideal team member, most effective communication style, maximum productivity comes from, the biggest challenge we face as organization is?, etc. Hang the paper around the room and give group members 15 minutes to write a response on each sheet of paper. Divide group members into small groups and give each group one of the completed posters. Ask small groups to discuss the information on the paper and generate five positive outcomes and five goals for the organization. Allow 20 minutes for this portion of the activity. Ask each group to present their findings and process a discussion using the provided processing questions.

PROCESSING:

- How did you feel as you answered the questions/statements?
- How do we view our organization?
- What was the tone of the discussion in your small groups?
- What is the most positive aspect of our organization?
- What aspects of our organization should we improve?

VARIATIONS:

Be sure to tailor this activity to the specific needs of your organization. Record the communication from group members regarding positive aspects and areas of improvement. Use this information at a later training session to measure progress and group climate.

OUTCOMES:

- To provide an evaluative process
- To enhance communication
- To facilitate goal setting

REMEMBER:

- Introduce the exercise
- Explain it thoroughly
- Process it completely