

Finding The Team Vision / Principles

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FORMAT:

Group exercise

Duration: 90-120 Minutes (depending on group size)

PURPOSE:

To find the team/company principles, values, visions.

SETUP:

People sit in a big circle.

Every person has pen and paper available.

INTRO / BACKGROUND:

- Values/principles are the ground columns of a company. They carry the company also in critical times and keep everything together.
- Principles are necessary to be able to formulate a clear mission and vision and to thus have a clear direction.
- If the values and principles are not clear, employees can easily forget why they work for the company.
- The principles are the ID card of the company and have an effect through each individual employee on the customer. The customer first of all feels the principles.
- There are so called bright principles and shadow principles. It is important to take a look at both sides.

INSTRUCTIONS / PROCEDURE:

Part 1 (optional for principles of teams and departments): (5-10 Min.)

Collect some notes on the flipchart regarding what the team or department does.
What is the core competence?

Part 2: (15 minutes)

Trainer asks people to write down answers to the following questions:

- What inspires you about working for the company?
- What do you associate with the company / department?
- Which possibilities do you get from the company / the department?
- What can be shown and lived in the company / the department?
- What touches you?
- What is the thing that gives you hope about the company / the department?

- What is it that gets you out of bed to work here in the morning?

Ask people to say out loud what they write down.

After 10 to 15 minutes have them circle the 3 most TRUE ones on their paper.

Part 3: (20 minutes)

Let people say out loud the 3 points they wrote down on their paper, that are most true

Trainer writes down these main points on the flipchart and already eliminates duplicates.

Then give each participants 3 red sticker dots and let them come up to the flipchart. Ask them to put their dots on the most true values/principles.

Each participant can only put one dot on one value. It is not possible to put 2 or 3 dots on one value.

After that the trainer looks with the team at the flipchart and circles the 3 to 5 values / principles with the most dots.

Write down on a new flipchart “Company /Team... (name of the company/team)” and list the principles.

- 1)
- 2)
- 3)
- 4)
- 5)

Have the participants say it with you “Company / Team ...(name of the company or team) is 1) - 5)

Then as trainer you can say “What great principles to work for”.

The team and company principle should actually be the same.

Part 4: (30 minutes)

To know the so called bright principles of a company or team is great. And it is only one side of the coin. In order to make it possible that these values and principles lead in daily work life, you also have to know what saps them. That means, you also have to take a look on the shadow side.

1. Please write down the most crucial low dramas going on in your company or your department. Leave a bit of space after each title.
2. Now write down what you hate about these low dramas. What exactly is it that pisses you off, that you hate, that makes you freak out.
3. This is the shadow side. This is what’s working against the company and the team vision. So be aware of that. Whenever something is not flowing in line with the values and principles, take a look at the Gremlin side.

Trainer hint: Depending on the group you can point out that what people wrote down (what they hate about low dramas) is exactly their shadow side. That’s what they are

doing when they don't pay attention. These are exactly the subtle Gremlin games going on unconsciously.

DEBRIEF: