



1

VALUEMAPPER.

To make personal values explicit to oneself.





VALUEMAPPER.



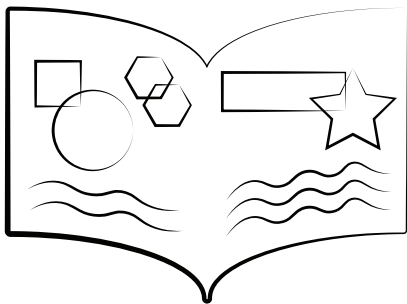
individual



3 days
20 min.



booklet
stickers



Instructions:

1. Give the booklet, stickers and list of values at least a week before the workshop to the participants.
2. Clearly explain the purpose and importance of the exercise. Encourage them to fill it in over a couple of days by drawing and using the stickers.
3. Make sure that the participants bring their filled-in booklets to the workshop.



2

VISION SHARER.

To enable people to understand and relate to
the vision and value shift.



PUZZLE PIECES.



basic



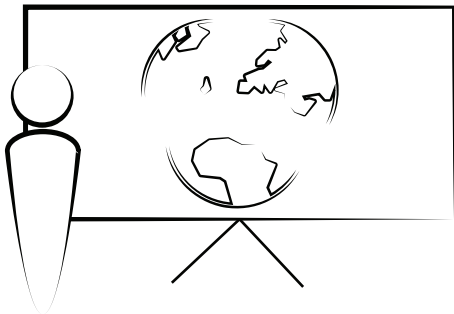
individual



30 min.



visualization



Instructions:

1. Preparation: make sure the visualization of the vision can be shown in separate parts (per strategic theme).
2. Present the context and urgency of the change (in a storytelling manner).
3. Reveal the vision per strategic theme and explain that theme per slide.
4. Conclude the presentation with the value shift and behavioral examples.



2

VISION SHARER.

To enable people to understand and relate to
the vision and value shift.



DIALOGUE.



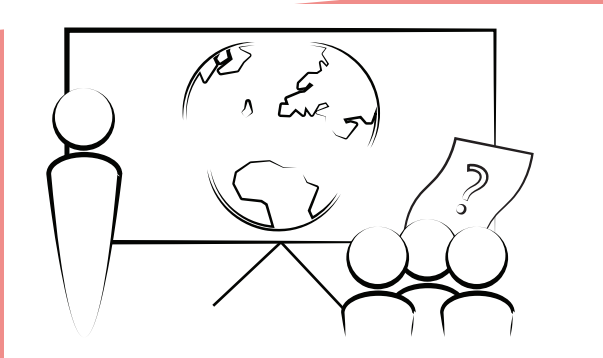
medium



2-3



50 min.

visualization
questions

Instructions:

1. As in Puzzle Pieces, reveal the vision per strategic theme and explain that theme per slide.
2. After each theme, divide the group into 2-3 people and let them discuss about an open question for 5 min.
3. Centralize the group and let one group reveal their answer/opinion. Repeat for each theme.

Four white paper clips are arranged around the large number '2'. One is at the top left, one at the top right, one at the bottom left, and one at the bottom right, all appearing to hold the number in place.

2

VISION SHARER.

To enable people to understand and relate to
the vision and valueshift.



SHOWCASE.



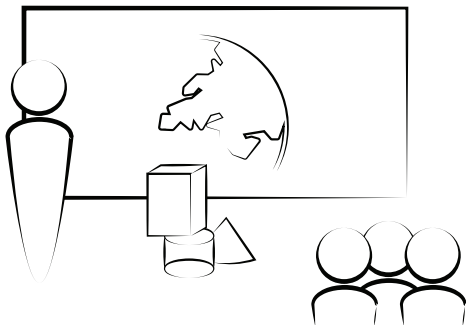
elaborate



3



70 min.

visualization
questions
artifacts

Instructions:

1. The presenter shares the vision and value shift by going along the printed slides through the room. The participants follow the presenter.
2. After each strategic theme explanation, the participants are divided into groups of 3 to discuss an open question. Each group gets an artifact to open up their minds.
3. After the each discussion, centralize the participants and ask groups to explain their answers to the questions.



3 CONNECTOR.

To explicitly link personal values to the new vision.



YOUR PLACE.



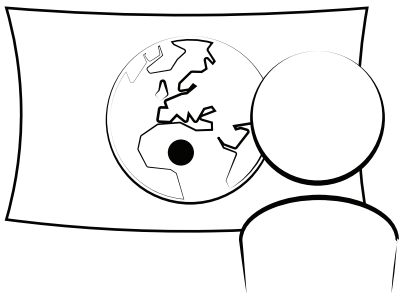
basic



2-3



20 min.

A3 visualization
dots

Instructions:

1. Divide the group in 2-3 people. Each group gets an A3 of the vision visual and one dot per person.
2. The groups will discuss for 10 min. about what excites them (individually) the most to work on within the vision, placing their own dot(s) on that/ those place(s) in the vision.
3. Centralize the group and let everyone explain their place(s) in the vision in a few sentences.



3

CONNECTOR.

To explicitly link personal values to the new vision.



YOUR JOURNEY.



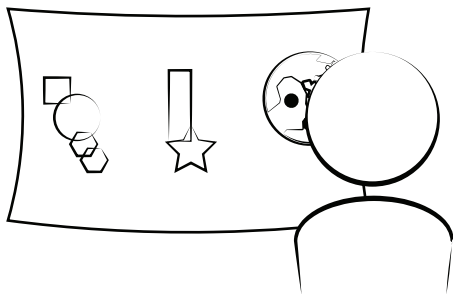
medium



individual



40 min.

template
dot(s)
sticker sheets

Instructions:

1. Everyone gets a template, dot(s) and sticker sheet.
2. Each participants thinks about what excites him the most to work on within the vision, placing his own dot(s) on that/those place(s) in the vision.
3. They have to define what they specifically contribute to successfully reach that 'place' and what their weaknesses could be by making a collage with the stickers.
4. Centralize the group and let everyone explain dots, contributions and weaknesses to the vision in a few sentences.



3

CONNECTOR.

To explicitly link personal values to the new vision.



YOUR STORY.



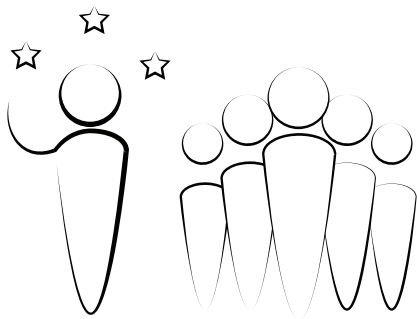
elaborate



5



60 min.

actor(s)
sheets

Instructions:

1. Groups of 5 are made. Each group has one actor.
2. The actor plays out several examples of the value shift in the vision with the participants: what used to be and what should be.
3. Afterwards, everyone gets 3 minutes to write down their strengths and weaknesses to reach the vision and the main challenges for the team.
4. Centralize the group and let people share their experiences and lessons learned.



4

CONTENT STORMER.

To generate ideas on changes to be made
to move towards the new future.



POSSIBILITIES.



basic



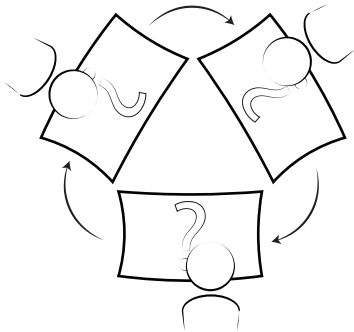
individual



20 min.



A3 question sheets



Instructions:

1. Divide in groups of 3-4. Give everyone in the group one sheet with a theme-related question.
2. Let everyone fill in one sheet for 3 minutes and then rotate the sheets within the group.
3. After everyone had each sheet, bring the group together and pick 2 people to elaborate on their sheet in hand.



4

CONTENT STORMER.

To generate ideas on changes to be made
to move towards the new future.



PROSPECT.



medium



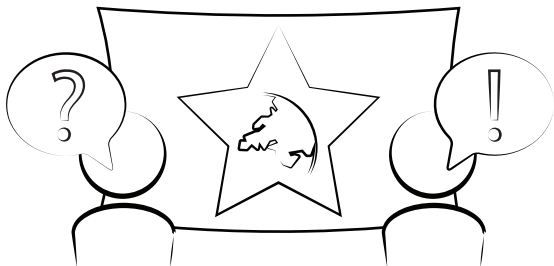
2



40 min.



A3 template



Instructions:

1. Divide the group in duo's. They will imagine the future-state of a theme as already achieved and write it down on the template in 5 minutes.
2. One plays the interviewer and one the interviewee. The interviewer asks the interviewee how this future-state has been achieved.
3. After 10 minutes, the roles are switched. During the interviews, notes are written down by the interviewee on post-its.
4. After 10 minutes, gather the group to discuss main insights.



4 **CONTENT STORMER.**

To generate ideas on changes to be made
to move towards the new future.



CHAPEAU.



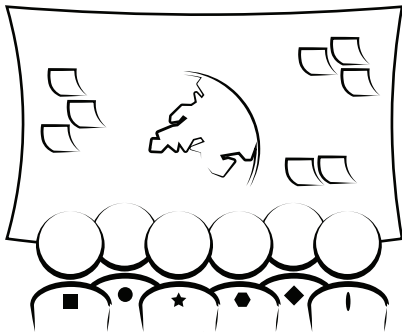
elaborate



6



60 min.

badges
A1 theme

Instructions:

1. Divide the group per 6. Give everyone a colored badge within the group. The badge represents a specific role. Give each group one theme to discuss.
2. Let them discuss in their roles for 7 minutes and write them down on the A1 with post-its. Let them switch roles within the group. Do this 2 times. Optional: switch more often or give new themes to groups.
3. To finish, briefly go to each group to let them share their best ideas.

A large, stylized number '5' that serves as a background element on the left side of the page. It is rendered with a thick white outline and a black shadow, giving it a 3D appearance. The number is positioned vertically, with its top near the top of the page and its bottom extending towards the bottom.

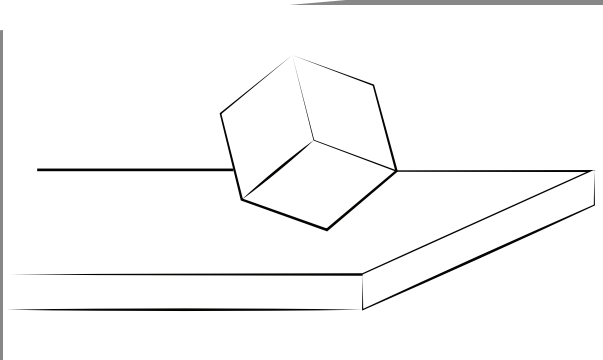
5

REFLECTIONER.

To keep the vision on top of mind and reflect on the progress over a longer period of time.



INDIVIDUAL.



A tool for individual reflection(-in-action) regarding strategy implementation. To leave behind with the workshop participants.

Content guidelines:

- Make the content tailor-made to the specific client (co-create the questions)
- Reference to the vision and value shift (with a visualization)
- Show value shift and examples of behavior
- Show (co-created) questions probing reflection and provide a way to document the answers

Form guidelines:

- Make the form fitting to the context of the specific client
- Make a reference to P2S and the collective reflection tool
- Make the form visual, simple and tangible



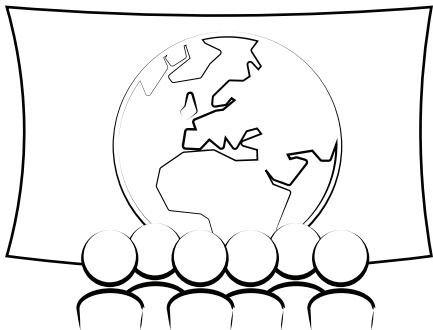
5

REFLECTIONER.

To keep the vision on top of mind and reflect on the progress over a longer period of time.



COLLECTIVE.



A tool for keeping the vision on top of mind & collective reflection regarding strategy implementation. To leave behind with the client, especially to share with each other and other employees.

Content guidelines:

- Make the content tailor-made to the specific client (co-create the questions)
- Show the vision, value shift and examples with explanation
- Show (co-created) questions probing feedback and provide a way to document the answers

Form guidelines:

- Use the visualization of the vision as main element
- Show progress in the form
- Make a reference to P2S and the individual reflection tool
- Make the form visual, simple and tangible