1 VALUEMAPPER.
To make personal values explicit to oneself.
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.
To enable people to understand and relate to the vision and value shift.

VISION SHARER.
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.
VISION SHARER.

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

VISION SHARER.
**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.
To explicitly link personal values to the new vision.
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.
To explicitly link personal values to the new vision.
**Instructions:**

1. Everyone gets a template, dot(s) and sticker sheet.

2. Each participant 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.
To explicitly link personal values to the new vision.
**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.
To generate ideas on changes to be made to move towards the new future.
Instructions:
1. Divide in groups of 3-4. Give everyone in the group one sheets 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.
To generate ideas on changes to be made to move towards the new future.
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.
To generate ideas on changes to be made to move towards the new future.
**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.
To keep the vision on top of mind and reflect on the progress over a longer period of time.
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
To keep the vision on top of mind and reflect on the progress over a longer period of time.
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