

Begin Here



INSTRUCTIONS:

1. *Print out this PDF.*
2. *Sit down with a cup of coffee and think about how each point applies to your business, or NOT.*
3. *SCAN the PDF on both sides to capture your notes and email it to Wormhole at info@wormholeconsulting.com.*
4. *NOTE: Remember, our work with clients is strictly confidential!*

VISION

THE WHY: A Vision Story should be: Imaginable, Desirable, Feasible, Future Focused, Flexible, Brief, and seem a *little bit impossible*. Does your vision story inspire and align your Organization? Is it a vision of future success? Have you shared it across the entire organization?

Questions (When we get there)

- What will we be?
- When we arrive, what will we see and hear?
- What will we or it feel like?
- What will be different when we fulfill our responsibilities and our duties?
- Do you systematically review your vision statement at least annually?

Inspire

- Did your entire organization help develop it? Were there easy and obvious input opportunities for all?
- On a “down day,” is it able to lift the spirits of individuals?
- Have you shared it with your customers and asked them to measure you by it?
- Have you asked your suppliers to show you their Vision Story? Do they live by it?
- How did you collect and use all the individual experiences (diverse) from everyone in our organization?
- How have you collected and used all the ideas of all the individuals (divergent) in your organization?
- What deliberate steps have you taken to ensure that your vision statement touches all the human senses?

Align

- Does everyone (all teams) understand how it applies to them?
- If they find that they are mis-aligned with the vision statement, do they know what to do?
- Are department conflicts behind you?
- Is there confusion and indecision at your meetings?
- Do your customers think all your teams are connected? How do you know?

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MISSION

THE WHAT: Does your mission statement map out the way forward, identify the steps that need to be taken, and promote continuous change?

Questions (Organize and take actions to fulfill the Vision Story)

- What aren't we doing now, but need to do to reach our vision?
- What should we stop doing?
- What skills and talents are needed?
- What resources are needed?

Map

- What-Who-Where: needs to be done?
- What-Who-Where: are the roles required?
- What-Who-Where: are the people?
- What-Who-Where: are the points of connection and communication?
- What-Who-Where: are the responsibilities?
- What-Who-Where: will the resources come from?
- What-Who-Where: are the measures and benchmarks for success?

Steps

- What-How-When: have you identified as points of focus?
- What-How-When: are your activities and actions?
- What-How-When: are the critical activities, actions, and points of measurement on your timeline and/or calendar?

Continuous Change (intentional)

- Did you leave the Vision Story process in place so that it can continue to review the vision story for updates on a regular basis? When was your last update?
- Is continuous change (with a process) part of the mission? Is it Obvious?
- Does it (or a process) ask people to look for change and push against the status quo?
- Does the vision enable everyone to think in new ways and promote innovation?

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PATHFINDING

THE HOW: Using a Pathfinding Plan, you can go anywhere. It's your choice. However, you can't get somewhere until you know your beginning point, and your final destination. To this end, the

Pathfinding Plan will call upon you to measure, manage, and morph.

Questions (How close are we to realizing the vision)

- Where are we?
- What action options do we see?
- Which way next?
- What do we need to change?
- How do we take an action step now?

Measure

- What are the key metrics?
- How do we measure? How often?
- Whose responsibility is it to measure?
- Where are we now?

Manage

- What are the options from here?
- What new knowledge and resources do you need?
- Who has responsibility for the calendar or timeline?
- What can be adjusted?
- Who will take the steps?

Morph (Who-What-Do-Return)

- Who needs to change? How? New knowledge or approach?
- What different things or processes need to be created or adjusted?
- Now what will you do? When?
- When will you return to the measure step?