

1.
2.
3.



Team:

Date:

What helps us

Please share your experiences with this
dialogue sheet with us.
Send your experiences and feedback to
remi-armand@connectivepartners.pro

The Sailboat Visioning Dialogue Sheet

1. Prepare

Make sure each team member has a marker to write on this worksheet. Fill in today's date above.
Agree on how much time you will spend on this worksheet. three quarters of an hour to an hour is normal.
Record the resulting end time below:

The goal is to create
a shared vision of the future
to collaborate on.

Prime Directive for Retrospectives
Regardless of what we discover, we understand and truly believe that everyone at the time, their skills and abilities the resources available, and the situation at hand.
— Norman L. Kerth —

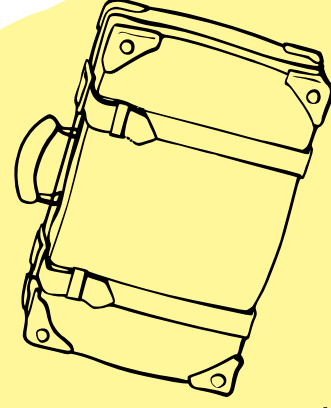
"A calm sea
does not make skilled sailors."
- Dutch saying -

Focu
not

Vision of the future

Write down what it will take to reach your goal. (Like wind in your sails.)

Position these sticky-notes as a shared vision for these ideas as



the quotes in the margin.
invoke a discussion.

"It is the headwind
that makes the kite go up."
- Isabelle Lambrecht -

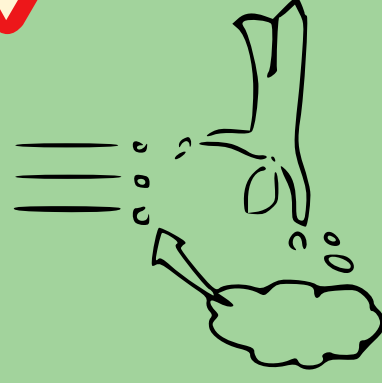
8. Make your ideas actionable

For the ideas with the most votes, collaboratively concretize what it will take to make them happen. Make SMART exactly what you will do or stop doing and what measures are needed to make this work.

Write the result on a color sticky-note that has not been used before and stick it to the topic.

SMART stands for:

- S**pecific: Do we have a clear goal?
- M**easurable: How will we measure that our goal has been met?
- A**ctionable: What action will we take to meet the goal?
- R**ealistic: Is the goal achievable within the time available?
- T**ime-bound: At what point in time will we meet the goal?

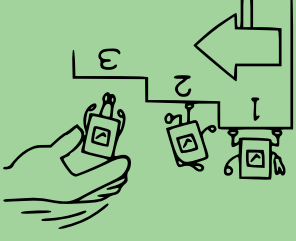


"A ship on shore is safe,
but that is not what is was built for."
- Albert Einstein -

9. Action Plan

From the previous step, choose three actions that you are going to do in the coming period to become more successful and have more fun in your work.

Also think about how you will know these actions are having the desired effect.



"You don't find new continents
if you fear losing sight of the old ones."
- William Foulkner -

What's holding us back

Our goal is

.....
because
.....
.....

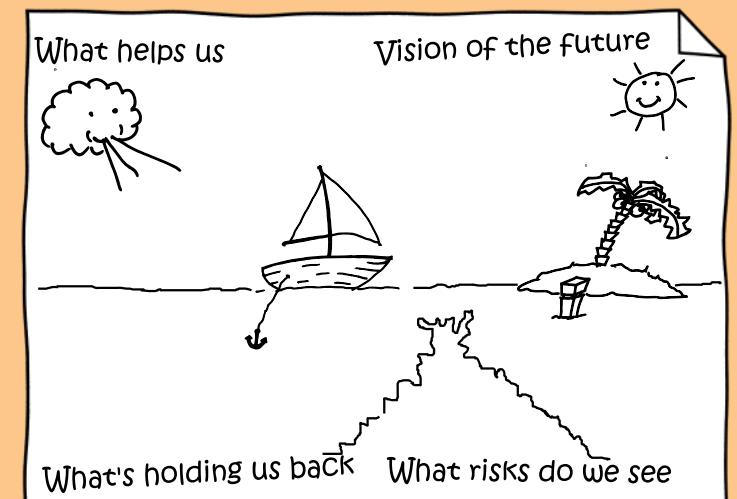


3. Define the goal

Collaboratively determine the theme you want to cover in this session. What will you focus on? What problem do you want to solve? What change do you want to achieve? What will the world look like when this is accomplished? Write down the result of your discussion in the above speech bubble.

4. Copy the drawing

Make a large copy the drawing on the right in the center of this worksheet. This may be more beautiful and colorful than the example. While drawing, pay attention to the position of the labels "Vision of the future," "What helps us," "What holds us back," and "What risks we see."



5. Brainstorm

Take 5 minutes to brainstorm what the future will look like when you achieve your goal. Write down your notes. Put them in your notebook.

"You can't change the wind,
but you can change the position of the sails."
- Anton Karssen -

Remember to let
the person who reads out the question
also lead the discussion.

"Yesterday's wind
is useless for sailing to
- tegelspreuken.nl

Focus on the causes of problems,
not on finding someone to blame.

**2. Get on
the same page**
Does everyone agree to
follow the prime directive
as long as we are working
on this dialogue sheet?



"If we don't know which port we're heading to,
no wind is favorable."
- ingspire.co.uk -



What risks do we see

Brainstorm the future

Take 5 minutes of silence to individually write down what the world would look like when your goal is achieved.

- What do you see then?
- What will you feel?
- What will you do differently?

Write down the ideas on sticky notes. One idea per note. Position these sticky-notes around the island in your drawing.

6. Create a shared vision

Collaboratively bring more structure to your picture of the future. To do this, take turns implementing one of the following improvements (one action per turn)

1. Ask for clarification on a topic that is not clear to you.
2. Delete a topic that is duplicative.
3. Group 2 related topics in the overview.

Continue until you agree the result is good enough. Then prioritize (groups of 3) ideas by dotvoting. Each of you gets 3 dots to indicate what ideas you are most energized by (placing multiple dots at one item is allowed).

7. Brainstorm the journey

Take 5 minutes of silence to individually write down what you will do to reach your goal.

- What will help you move forward to reach your goal?
- What is in the way or holding you back from reaching your goal?
- What risks should you consider along the way?

Write down the ideas on sticky notes. One idea per note. Position these sticky-notes around the island in the designated area in your drawing. Create a drawing of the journey (see step 6).

How much time do you have left? Is this enough?



"I'm not afraid of storms, for I am learning how to sail."
- Louisa May Alcott -

You can agree or disagree with the ideas.
They are only meant to invoke thought.

"It is the position of the sails
and not the direction of the wind,
that determines which way we go."
- Jim Rohn -

...wind ,
...ng today."
...en.nl -