



Rainbow  
Consultants

# Visioning Workshops

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# Visioning Workshops

Are you looking for a fun and innovative way of engaging a group in visioning? Then look no further.

This half-day workshop utilises 'Future-basing'<sup>R</sup> a powerful process that not only creates a compelling vision for change, but also helps the group map out the critical steps needed to get there.

Work with colleagues, partners, clients and others to create a shared vision of success. Works brilliantly with small and large groups and will help you achieve the results you want – quickly!

This technique can be used for so many different purposes such as business and service planning; developing a group project or team vision; career/life planning; and much, much more.

## In this workshop, you will:

- ✚ Co-create a compelling vision for future success in an area defined by the group;
- ✚ Identify the key strands that make up that vision;
- ✚ Map out the critical 'success factors' that will enable the achievement of the vision;
- ✚ Produce a framework for your action plan to take away and implement.

*"It was clear to us from the outset that, as a new leadership team, we needed to have a clear vision for long-term expansion and sustainability. What we hadn't appreciated, however, was how important it was to start looking at the behaviours and values that the organisation would need to achieve this vision. The bespoke coaching programme that followed the workshop was key, and gave me the tools and techniques to get what I needed to perform at my best and allowed me to successfully implement the vision in my region." PB, Director, London Region*

# Case Study

The company had existed for many years as a number of diverse and independent business units spread across the UK. Their focus was on housing and social care and the units were overseen by three separate regional offices. Because the units operated independently, there was already inconsistent policy and practice between units in the same region and this inconsistency was compounded when the three regions came together to form one company. The Directors of the three regions were committed to further expansion and growth for the business, however, they knew that they needed to raise their game and operate more effectively as a leadership team first.

A half day workshop was organised for the leadership team. The session started with them envisioning what their organisation would look and feel like in the future if it were the most successful organisation of its type in the world. A technique called 'Future-basing' was used to create their vision of success and to develop the key actions needed to achieve the vision. As part of the process, the Directors and Chief Executive also identified the culture, values and behaviours needed to sustain their success in the longer term.

The work from the session was written up as an action plan and the Directors committed to implementing this within their regions. They also identified their individual and collective development needs as a leadership team. This led to a programme of coaching for each of the Directors that equipped them with the skills and capabilities to successfully lead the organisation to further expansion and growth. Individual Directors went on to co-design a number workshops for their staff that focused on developing more positive mindsets and behaviours - something they felt was critical to moving the company forward.