

2. DREAM FUTURE SUCCESS

A. PUT THE CURRENT SITUATION ASIDE.
LET'S GO INTO THE FUTURE...
TIME MACHINE HAS BROUGHT US THERE.

B. IMAGINE YOUR COMPANY IN FAR FUTURE.
YOU ALL ROCKED AND IT IS A GREAT SUCCESS.
NOW IT IS DIFFERENT. THE PAST ISSUES LOOK SMALL.
WHAT DO YOU SEE? HOW DOES IT FEEL THERE?

C. WHAT HAS BEEN CHANGING?
WHICH SIGNS OF SUCCESS DO YOU SEE?
WHICH STEPS DID YOU TAKE ON THE WAY?

D. WHOSE LIFE CHANGED?
WHO IS BENEFITING FROM IMPROVEMENTS?
THINK WIDE:
DEPARTMENTS, POSITIONS, ROLES, PEOPLE.

1. START WITH WHAT THERE IS

A. UNDERSTAND THE CURRENT SITUATION.
GO THROUGH EACH OF THE FOUR FOCUSING AREAS AND
SCORE EACH OF THE QUESTIONS:

- 1 — THERE ARE MAJOR CHALLENGES...
- 2 — THINGS GO OK.
- 3 — WE SHOULD BE PROUD OF THIS!

CALCULATE TOTAL SCORE IN EACH AREA.

B. FIND THE FOCUS.

WHICH ONE OF THE FOCUSING AREAS IS DEMANDING
YOUR COACHING ATTENTION MORE THAN THE OTHERS?

C. FIND EXAMPLES.

REMEMBER EXAMPLES OF ISSUES, CHALLENGES, AND
IMPEDIMENTS IN THE SELECTED AREA. SHARE THEM.

VISIONING

DREAMS



SIGNS



BENEFITS



NAVIGATING

TOTAL = 7

1
2
1
3

BUSINESS AND CUSTOMER INVOLVEMENT



TEAMWORK AND TEAM HEALTH

ORG EVOLUTION AND MATURITY



ENGINEERING AND RELEASE PROCESS

DETAILING

SKILLS



SUPPORT



TEACHING



COACHING

FACILITATING



MENTORING

3. SEE WHAT IS NEEDED TO MAKE THE LEAP

A. WHICH SKILL TO DEVELOP AND DEEPEN?
WHICH NEW SKILLS THE JOURNEY WILL REQUIRE?

B. WHOSE HELP WILL BE NEEDED?
WHOSE SUPPORT AND ALLIANCES WILL YOU SEEK?

C. HOW WILL YOU APPLY THE COACHING STANCES?
WHO WILL BENEFIT FROM BEING TAUGHT?
WHO AND HOW WILL YOU COACH?
WHAT NEEDS TO BE FACILITATED?
WHO WILL BENEFIT FROM MENTORING?

