

## 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?

