

Vision Achievement (VA/OA)

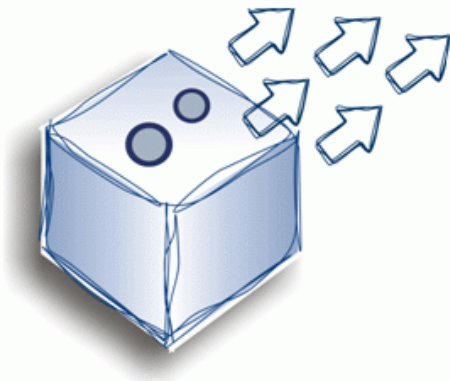
VISION ACHIEVEMENT AND ORGANISATION ALIGNMENT

To succeed in today's world, a customer and quality focus will permeate the whole organisation. Every single person needs to be clear about the value he or she adds for both internal and external customers. The key is for all individuals to be aware of exactly how they add value.

Personal mastery is a necessary key to unlocking this value-adding capability, but is not sufficient. Something more is required, and this something must also go beyond business process re-engineering, to **team mastery** and **organisational alignment**. We need enthusiastic organisation-wide alignment around commitment to, and focus on, the organisation's strategic imperatives. It is important that each person and team feels fully involved in designing their end results so that a want to, choose to, love to climate is created at work.

More and more we find people are frustrated with the workplace and with the so-called rat race. They feel they are on a treadmill that they had no part in creating. Slowly but surely people are no longer giving of their best, not because they do not want to, but because it seems futile, as the fruit of their efforts gets lost down the corridors of an uncaring, busy workplace.

This programme is about equipping individuals in teams for the work of the organisation, it is about building capacity for high levels of focus and goal achievement. It is also about aligning individuals and teams with the organisation's goals and setting clear accountabilities for achievement.



The process is directed at those

Organisations and teams who wish to unlock their potential and become a better synergetic team with higher productivity levels and greater job satisfaction. Participants in this programme must have completed the full Investment in Excellence core curriculum, because the key principles and concepts form the cornerstone of this process and thus become the foundations upon which we build.

Duration - The Journey

The Vision Achievement planning process provides for follow-up strategic vision-building sessions with a view to breaking through the barriers to organisational growth, change and effectiveness. The end result is a more committed, productive and customer-focused staff, with improved team work, where both individuals and teams are more aligned with organisational goals.

The process involves taking the empowered individuals in their natural work teams through an initial 2-day goal achievement planning process. This is where the individuals in their teams are aligned with the organisation's vision, mission and goals, so that each team and each individual in the team emerges with a written goal achievement plan.

Practice doesn't make perfect, only practice of the right skill and the right knowledge. - Anon