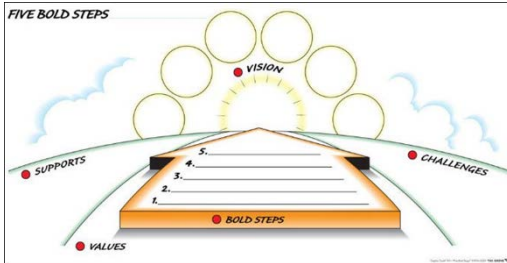


Visual Planning Template Tip Sheet: *Five Bold Steps*

Time: 2.5 hours



Purpose:

The Five Bold Steps provide a flexible framework for identifying strategies or *bold steps* that you will take to achieve your vision. The Five Bold Steps are grounded in specific initiatives that define how to move your organization to a better state.

Vision Elements- themes and images that best describe the organization's future direction
Each circle should include a separate element of the vision.

Vision- purpose of the team; charter; overarching goal; mission or reason for being

Five Bold Steps- top priority strategies or initiatives to be implemented to realize the vision

Supports- trends or factors in the environment that support the Five Bold Steps

Challenges- trends that inhibit or impede the groups progress toward the vision

Values- qualities that are highly regarded by the group that support forward movement toward the visions.

Instructions:

Step 1: Introduce the process by going over the categories of the Five Bold Steps in the following order: (1) vision elements, (2) vision, (3) five bold steps, (4) supports, (5) challenges, and (6) values.

Step 2: Agree on **vision elements**. Use sticky notes to create short phrases to create an image of your organizations desired future state. Cluster sticky notes by theme and come up with a title for each vision elements. Next, identify the **vision**. It is a good idea to use words from the vision elements in your vision.

Step 3: Define the **bold steps** by brainstorming and sequencing the actionable strategies you will use to meet your goals. Use sticky notes to brainstorm your ideas, direct the group to use verbs as sentence starters and cluster ideas by theme. As a group, debate the five steps you think are most realistic and actionable.

Step 4: Examine **supports and challenges**. For example, your context map may be a resource.

Step 5: Identify underlying values and qualities you need to achieve your vision.

