

# The Way Forward

75 minutes with 15 attendees seated **Small Group Tables** style.

**Outcome:** Identify a barrier to future growth

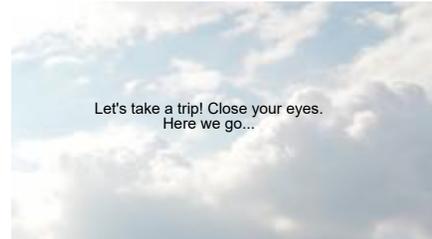
## Guided Visualization

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*Use guided visualization to help participants get into the right mindset for identifying a barrier in a certain situation.*

### *Advanced Prep*

Script your guided visualization narrative if you'd like it to be different from the sample visualization provided.



### *Instructions*

1. Announce that you are going to take the participants on a journey outside of this meeting space.
2. Ask participants to close their eyes.
3. Walk participants through a guided visualization that takes them on a journey from our program's humble beginnings of restoring sight to a handful of blind people two decades ago to more than 100,000 today. While participants keep their eyes closed, ask them to imagine the impact that's had on the lives of those whose sight has been restored as well as on those who had to take time out of their lives to care for their blind family members and friends. With eyes still closed, ask participants to imagine how it feels to be working for an organization that's had such results. And with eyes still closed, ask them to now imagine what could get in the way of continued results like this?
4. Have participants open their eyes and ask:
  - When you closed your eyes and put yourself in that situation, how did it feel?
  - What barriers could you imagine?
  - Why do you think those are realistic barriers?

# Lecture

**17**

*Inform your participants about the topic in an engaging way can be a simple strategy to share information.*

## *Advanced Prep*

Prepare your talking points.

## *Instructions*

1. We're going to return to those barriers you imagined in a moment, but first let's discuss our current array of programming.
2. Provide brief overview of the major programs that have been implemented/will be implemented throughout the world over the next 5 years.



# Force Field Analysis

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*Examine factors that are driving and blocking movement toward a goal by creating a force field analysis.*

## *Advanced Prep*

Gather force field worksheets. Prepare examples of forces relevant to your goal. Prepare relevant questions to ask during your discussion time.



## *Instructions*

1. Distribute a Force Field Analysis worksheet to each participant.
2. Share the 5-year vision for these global programs.
3. Ask participants to think about the kinds of forces that can drive the vision forward, and the types of forces that can prevent, derail or restrain the vision from happening. These can be internal or external.
4. Tell participants that they will begin by working on the forces for this vision (enablers).
5. Before beginning, give examples of possible enablers.
6. Give participants time to brainstorm forces for and against the vision and record their answers on their worksheet. Encourage participants to write down as many forces - both driving and restraining - as possible.
7. Tell participants that they will be assigning scores to each force. A score of one would be a weak force that doesn't have much influence while a score of five would be a strong force that has a great impact.
8. Give participants time to score each force and record their totals at the bottom of the page.
9. Now that participants have completed their individual force field analysis worksheets, ask volunteers to share insights from the activity. Ask some or all of the following questions:
  - What did you note as your biggest factor enabling the vision?
  - What did you note as your biggest factor restraining the vision from happening (barrier)?
  - What strong restraining forces can we weaken in order to make the vision more successful?
  - Based on these forces, should we move forward with this vision?

## *Materials*

- **Pens:** Not everyone brings something to write with
- **Force Field Worksheet:** A worksheet to support the force field activity. Download it here.

**Outcome:** Prioritize growth opportunities

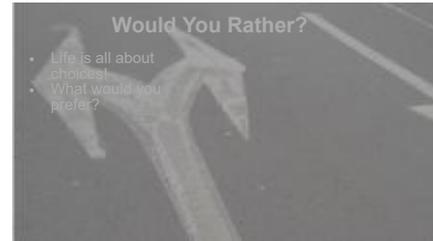
## Would You Rather?

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*Kick off a topic by getting participants to think about what they would choose when given only two options.*

### *Advanced Prep*

Create a series of "Would you rather...?" questions related to your topic at hand. For example, if you were conducting a session on time management, one question may be: Would you rather have the ability to never need to sleep or the ability to be in three places at once?



### *Instructions*

1. Ask participants to stand in the middle of the room. Let them know you will be asking them a series of "Would you rather...?" questions.
2. If they would rather take the first option, they should move to the right side of the room. If they would rather take the second option in your "Would you rather...?" question, then they should move to the left side of the room.
3. Ask your first "Would you rather...?" question and allow participants a few moments to process their options and then move to the right or left side of the room. These "would you rather" scenarios will be based upon some of the ideas generated in the Force Field Analysis section.
4. Ask for several volunteers on both sides of the room to share why they chose that option.
5. Ask your next "Would you rather...?" question and repeat the procedures until you've exhausted your "Would you rather...?" questions.
6. Explain how this series of questions relate to the concept of prioritization which you'll be focusing on during this session, and then allow participants to return to their seats.

# Top Five

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*Present content in the format of a Top Five list.*

## *Advanced Prep*

Create your Top Five list. Examples could include topics such as: Top Five Mistakes People Make When..., Top Five Complaints Customers Have About..., etc. Craft your talking points for each of the items on your top five list. When applicable, use stories, examples, audience participation, and/or guided visualization to help engage your audience.



## *Instructions*

1. Return to all of the potential "enablers" and "challenges/barriers" from the Force Field Analysis.
2. Remind participants that we can't do everything, so we need to priorities.
3. Review a list of the top 5 initiatives/goals for the next 5 years.

# Voting Dots

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*Participants will review solutions to a problem and vote on the best option.*

## Advanced Prep

Prepare flipcharts.

## Instructions

1. Keeping in mind the top 5 goals for the next 5 years, ask the large group to now brainstorm a list of up to eight or ten solutions to or factors involved in mitigating the challenges (restraining forces) developed during the Force Field Analysis.
2. Create a two-column table on a flipchart.
3. In the left column, write the list of solutions or factors in individual rows.
4. Distribute yellow and green voting dot stickers to participants.
5. Ask participants to review the items on the flipchart.
6. In the blank column (the right-hand column), ask participants to a) place a green voting dot next to the most important item on the list b) place a yellow voting dot next to what they feel is the second most important item on the list.
7. Note any trends that emerge wherein there are clusters of any particular colored dots.
8. Engage the group in a discussion around the most important items identified and if necessary brainstorm next steps.



Vote on your preference:

## Materials

- **Flip Chart:** Flip chart paper allows you to collect what is happening in the room and record
- **Markers:**  
We like Mr. Sketch markers, but you can use whatever markers show well and don't write through multiple layers of paper.
- **Voting Dots:** Nothing special here. Just colored dots stickers.

## All Materials

- Pens
- Force Field Worksheet
- Flip Chart
- Markers
- Voting Dots