

FACILITATOR NOTES AND OUTLINE – KREIDER SERVICES PROJECT

Mission – Vision – Values - Goals

Steve Ingram, Facilitator

PRE-WORK

MATERIALS

- √ Audio tape (mission impossible theme throughout); tape will outline instructions regarding the management team preparation for our session scheduled on 1-10-00. (Steve will make copy of tape for TS)

Instructions will include things like, “keep in a safe place”, “may want to listen again, so don’t destroy the tape”; will only be one set of pre-work pages for the team to work on that will be faxed to Steve; they are to destroy all notes except for the one set to fax;

They will be encouraged on the tape to work well together, outcome and preparation is crucial, when I need results faxed;

- √ Four separate folders labeled Mission, Vision, Values, Goals; folders should be labeled somehow with “top secret” kinds of pictures and words; THIS IS YOUR MISSION, WHICH YOU HAVE CHOSEN TO ACCEPT; (use this on each page, for all four folder pages) In each folder will be one page of questions and/or instructions:

Mission: Their current mission written out and double or triple spaced to allow room to make changes; “re-write the mission to reflect our consensus for the outcomes we want to achieve” and “select no more than four key words that must be in final mission statement”

Goals: “list three outcomes that must be achieved by 12-31-2000”

Vision: The following questions should be on the page and allow room for responses; use two pages if needed:

IN FIVE TO TEN YEARS...

How do you want your community to be different? (such as better transportation)

What role do you want your organization to play in the community? (provider of transportation)

What will success look like? What will be your criteria for success? Draw a picture of success. (example, improved quality of life for those we serve)

What are we doing well today that will be important in our vision of success? (example, providing residential living options)

What do we need to change or add that will be important in our vision of success? (example, we need recruit and retain the best employees)

What organizational structure will we need to achieve our vision? (example, changing roles and functions for positions)

Values: The questions are: