

DISCOVERY Focus on what's working, build on success

- conduct an inquiry:
 - looking back at the past year, what lessons can be learned?
 - what are our strengths, assets & resources, core values?
 - what are our aspirations?
 - what do we enjoy, want to do more of?
 - what are the underlying conditions present when we're at our best?
- share insights with all members
- aim to develop connections which will allow us to create the innovations & changes we want & to generate energy & confidence in our ability to create the future

DREAM Create a shared vision of the future

- use brainstorming techniques to explore what might be, what could be, what do we want? What opportunities are available? How can we exploit them?
- challenge the status quo; present new assumptions; create new possibilities, stretching individual & group thinking, envisioning a future that is bold, compelling & mutually desired

DESIGN Co-create a design to make it happen

- get everyone into the conversation
- clarify ideas about organisational values, develop strategic principles
- co-create a sustainable future embracing innovation at many levels
- design pilot projects

DELIVERY What will be

- implement pilot projects
- sustain the vision through empowering people, learning, adjusting & improvising