Shared Vision Process

Use the following facilitation process to help a group develop a Shared Vision to guide their collective efforts (adapted from the Institute for Cultural Affairs' Technology of Participation process https://icausa.memberclicks.net/)

Length of Activity: 90 Minutes

Set up: Groups of 5-6 people sitting at each table.

Materials:
- o   2 half sheets of white scratch paper per participant
- o   10-15 sheets of blue paper per table
- o   10-15 sheets of yellow paper per table
- o   20-30 full White sheets of paper
- o   Painters tape (TIP: tear tape into about 100 small pieces before starting process)

Part 1: Defining the Impact

Say the following to the group:

Imagine that it's some years in the future and each child, youth, adult and family in your community is thriving and experiencing health and wellbeing. There are no meaningful disparities between people of different races, genders, income levels, LGBTQ status, immigration status or other characteristics. In fact, your community has been recognized as the region with the most equity in health and wellbeing in the United States.

If I met you 10 years from now and you were to show me the people in your community, what would I see? What would be different from where we are today?

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Brainstorming Instructions:

1. Give stakeholders about 7 minutes to write down their answer to this question on the sheet of white scratch paper at the table.

2. Have each individual share their ideas with the members at their table and create a shared list. Ask members to listen carefully to what is said and identify pieces that really resonate with them.

3. When finished sharing, have each group select 5-7 ideas that are most important to share with the large group.

4. Ask tables to write each prioritized idea in 10 words or less on a separate **BLUE** card. Make sure to write BIG, using the markers at the table

Sorting Instructions:

5. Ask each group to identify the one card from their pile that excites them the most and tape it in a horizontal row on another section of the wall (tape these at about eye level).

6. Ask groups if they have any cards that are similar to what was just shared. If yes, tape these cards directly underneath the corresponding card on the wall to form columns.

7. Ask all group which of their remaining cards will be the most difficult to create. Have them tape each card horizontally alongside the initial row of cards at eye level.

8. Ask if any of the other groups have something similar to these new cards; if yes, tape these cards directly underneath the corresponding cards on the wall.
9. Repeat this process until all cards have been taped on the wall, asking about which cards will be most easy to put in place, most different than anything up on the wall, etc..

Labeling Instructions:

10. Have the group come up with brief (4-7 words) labels for each column of cards on the wall.

    Write each label on a white piece of paper and tape at the top of each column of cards (see image on right for example).

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Large group conversation

11. Ask the group to look at the vision on the wall and answer the following questions:

- What do you think about this vision? Is there anything missing?

- Who else do we need to engage in this visioning process? **(Mark on flip chart on wall)**

- What else do we need to consider as we move towards creating a shared vision for health equity within this community? (**Mark on flip chart on wall)**

Part 2: Defining Conditions Needed to Realize Impact

Say the following to the group
(you can also put on screen or flip chart)

Continue to imagine it's 10 years from now, and we are seeing all these changes on the wall. Now I want you to imagine a reporter from Time Magazine is coming to learn about what you did to make this happen. She wants to talk to people like you who were a part of these change efforts to find out what your community __put in place__ that made it possible to achieve the vision impacts we just listed on the wall.

Imagine this reporter is coming to you for an interview. She asks you to describe what your community put in place to achieve its vision, specifically what was put in place within:

- *people*

- *neighborhoods*

- *organizations*

- *how organizations work together,*

- *how families partner with organizations*

- *our broader community*

Brainstorming Instructions:

1. Give stakeholders about 7 minutes to write down their answer to this question on the sheet of white scratch paper at the table.

2. Have each individual share their ideas with the members at their table and create a shared list. Ask members to listen carefully to what is said and identify pieces that really resonate with them.

3. When finished sharing, have each group select 5-7 ideas that are most important to share with the large group.

4. Ask tables to write each prioritized idea in 10 words or less on a separate **YELLOW** card. Make sure to write BIG, using the markers at the table

Sorting Instructions:

5. Ask each group to identify the one card from their pile that will be the most fun to put in place and tape it in a horizontal row on another section of the wall (tape these at about eye level).

6. Ask groups if they have any cards that are similar to what was just shared. If yes, tape these cards directly underneath the corresponding card on the wall to form columns.

7. Ask all group which of their remaining cards will be the most challenging to put in place. Have them tape each card horizontally alongside the initial row of cards at eye level.

8. Ask if any of the other groups have something similar to these new cards; if yes, tape these cards directly underneath the corresponding cards on the wall.Repeat this process until all cards have been taped on the wall, asking about which cards will be most easy to put in place, most different than anything up on the wall, etc.

Labeling Instructions:

9. Have the group come up with brief (4-7 words) labels for each column of cards on the wall. Write each label on a white piece of paper and tape at the top of each column of cards (see image on right for example).

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Large group conversation

10. Ask the group to look at the vision they developed (blue cards on wall). Then, have them look at the vision ingredients they just sorted and answer the following questions:

- Is there anything missing?

- If we started our collective efforts by working to put these things in place, would it bring about our vision?

- Is this focus something you could get behind?

Next Steps to Finalize Shared Vision

System Scanning

Engage the community in a System Scanning process to uncover root causes for why the Shared Vision conditions are not yet in place. Include these root causes in the Shared Vision framework.

Click below for system scanning tools:

Root Cause Analysis Template

System Scan Design Guide

System Scan Question Menu

ABLe Sense-Making Guide

Strategy Design

Engage the community in designing powerful strategies to address these root causes. Include these strategies in the Shared Vision framework, and engage the community in initiating actions to carry them out.

Click below for strategy design tools:

Strategy Design Template

Strategy Design Checklist