FUSE FACILITATION · WORKSHEET

Start with Why

Share your vision from the inside out.

NAME _____

AREA _____

DATE _____

START HERE: YOUR VISION

Copy the vision you drafted for your area, in one sentence.

Why

Write this first

- What do you believe about the work your area does?
- Why does your area exist, and who is better off because of it?
- Why does this vision matter now?

How

Then this

- What principles or ways of working make your approach your own?
- What will you protect as you grow, and what will you change?

What

Last of all

- What will people see your area do in the next 90 days?
- How will you know it's working? Which measures will you share?

FUSE FACILITATION · WORKSHEET, BACK

Say it in order

Turn your three rings into a talk of about two minutes.

1 **We believe...** Open with why. Give people the reason before the plan.

2 **So we're going to...** How you'll get there, and what will guide you.

3 **Over the next 90 days, you'll see...** What happens next, and how you'll measure it.

→ **What I'm asking of you is...** One thing people can do after hearing it.

Who hears it first

Choose your first conversations and put a date on each.

WHO	WHEN	WHERE OR HOW
My team		
One-on-ones		
My peers		
My leader		

Tell it more than once. Each conversation is a chance to hear the questions people ask, and to sharpen the next telling.

Test it with a partner

- ◯ A new team member could repeat the why after hearing it once.
- ◯ The why is about the people you serve.
- ◯ Every what follows from the why.
- ◯ People know one thing they can do next.

WHAT MY PARTNER HEARD