

The Voyage

Description

Framework name:	THE VOYAGE
Participants:	Ideally, all levels of organization including team members.
Framework goal:	Measure alignment around the Vision for the future, uncover impediments, identify risks to success and strengths that can help the organization succeed.
Framework guidelines:	<ol style="list-style-type: none"> 1. Start by asking participants to describe the goal using stickies on the island, what does success look like. 2. Balance time between all four areas of the framework. 3. Ask for examples and stories to clarify input, encourage discussion. Agreement is not the goal, clarity and understanding is.
Boundaries provided:	<ol style="list-style-type: none"> 1. Ideal number of participants of ~8 per facilitated forum (additional support staff to facilitate or capture information not included) 2. Schedule separate forums for managers and leaders. 3. Include everyone impacted by the change. 4. Maximum time for each session of 90 minutes.
Resources used:	<ul style="list-style-type: none"> • In-person: Poster print of The Voyage framework, 4 colors of sticky notes per group and black sharpies • Online: SAFe Collaborate (formerly Conteneo's Weave)
Actionable outcome(s):	<ol style="list-style-type: none"> 1. List of items describing success. 2. List of items describing risks. 3. List of items describing strengths. 4. List of items describing weaknesses. 5. Insight into the degree to which participants are aligned with each other and with the Vision for the change.