

ACTIVITY #3
Dream Process

Dreaming Bold Dreams
Envisioning the Future

Purpose: To imagine a future you want to work toward

Guidelines:

1. Assign a discussion leader, timekeeper, recorder, and reporter.
2. At your tables, share highlights from interview questions 4 & 5.
3. As a group, put yourselves in the year 2022. Visualize the College of LAS the way you really want it in order to maximize its strategic competitive advantage. Imagine it as if it exists today. What is it like? As you create your image of the future, consider possible reference to some of the following areas:
 - The purpose of the College of LAS
 - Organizational culture, quality of work life
 - Nature of leadership – visionary, empowering, servant, and so on
 - Nature of external relations between the College of LAS and other stakeholders
 - Nature of internal relationships – with senior leadership in the College of LAS and of the campus, with colleagues, with staff and students
 - Organizational practices and structures creating a culture of excellence.
 - Decision-making and planning processes
 - Collaboration and teamwork
 - Ways of attracting and retaining faculty and staff
 - HR practices
 - Use of technology
 - Excellence in training, learning, and development
 - Change readiness and methods for increasing change capacity
 - Communication practices
 - Most exciting and promising strategies and directions being pursued
 - Positive impact and results
 - Other desirable features
4. Spend enough time talking as a group to imagine fully the College of LAS of the future. This is an exercise in bold dreaming – of the kind of organization you want to work toward.
5. List on a flipchart the key elements of your collective dream.