

## Alpha Business Coaching Newsletter

# "Uncovering Employee Visions for the Company"

### Dear Small Business Owner:

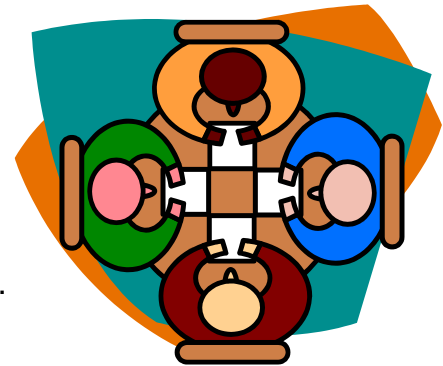
When you think about where you want your business to be in the future, have you ever thought to ask your employees what they think? You might be surprised at the great ideas they can come up with. And, if you do this brainstorming as a group exercise, your team members will learn from each other about how they see fitting into the company's future.

Here's how the group exercise works---

Bring your whole team together in a comfortable place. Give each team member paper and pen. Ask each person to write down what their ideal job with the company would look like 12 months from now.

They should consider two things:

1. The tasks they'd be doing, the people they'd be working with, and the new ways they'd be working.
2. What they would need from the company to accomplish this vision.



Allow 5 minutes for people to write this down. Then ask each person to read what they've written. Everyone needs to listen to what the others say and to think about how it might impact their role. Encourage them to consider how they could help each person accomplish their desired role.

At the end of the exercise, management should thank each person for sharing and talk about what the next steps will be. Individual or group follow-up discussions should be scheduled, depending on what is shared.

This exercise encourages the team to think longer term about the company and their role in it. Sharing these ideas can help management and other team members have new ideas about what the company can become. These ideas can potentially be incorporated into your operating plan for the year!

# "Uncovering Employee Visions for the Company"

Make sure your operating plan is working to drive your business forward. If you're struggling with that, we can help.

Sincerely,

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