



Creating Your Desired Future

Business Recovery 2010 and Beyond!!

Hosted by Merrill Ronning
October 2009
Minneapolis, Minnesota





Exploring Format

- The Current Reality
- How to Move Beyond a Survival Mentality
- Looking at the Future Orientation Option



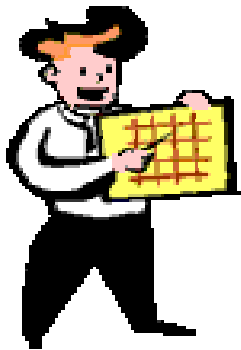


Current Reality

- Survival Mode
- Doing More With Less
- Minimal Preparation for the Future



The Voices/The Questions

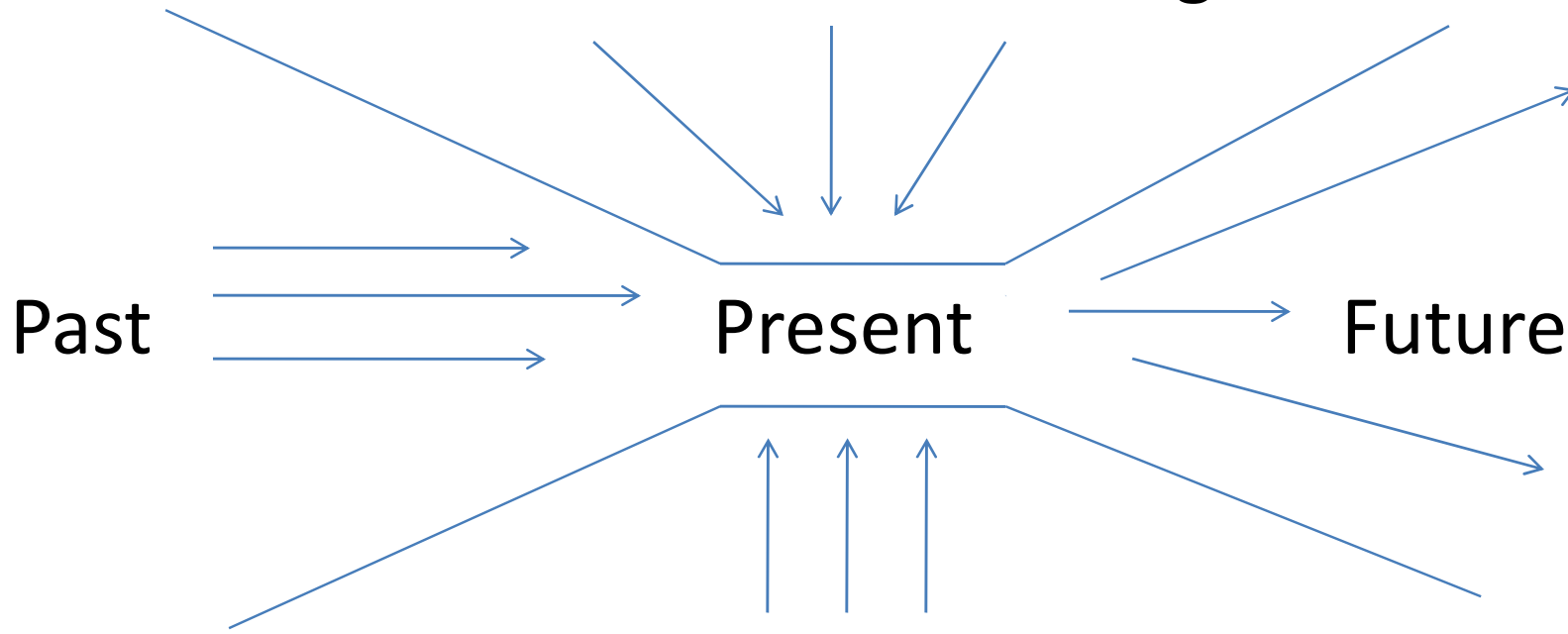


How do we move forward?
Can we move beyond a survival mode?
Will management respond?
Are the vision and business values clear?



Moving Forward

External Pressures on Organizations



Internal Pressures

How to squeeze through?

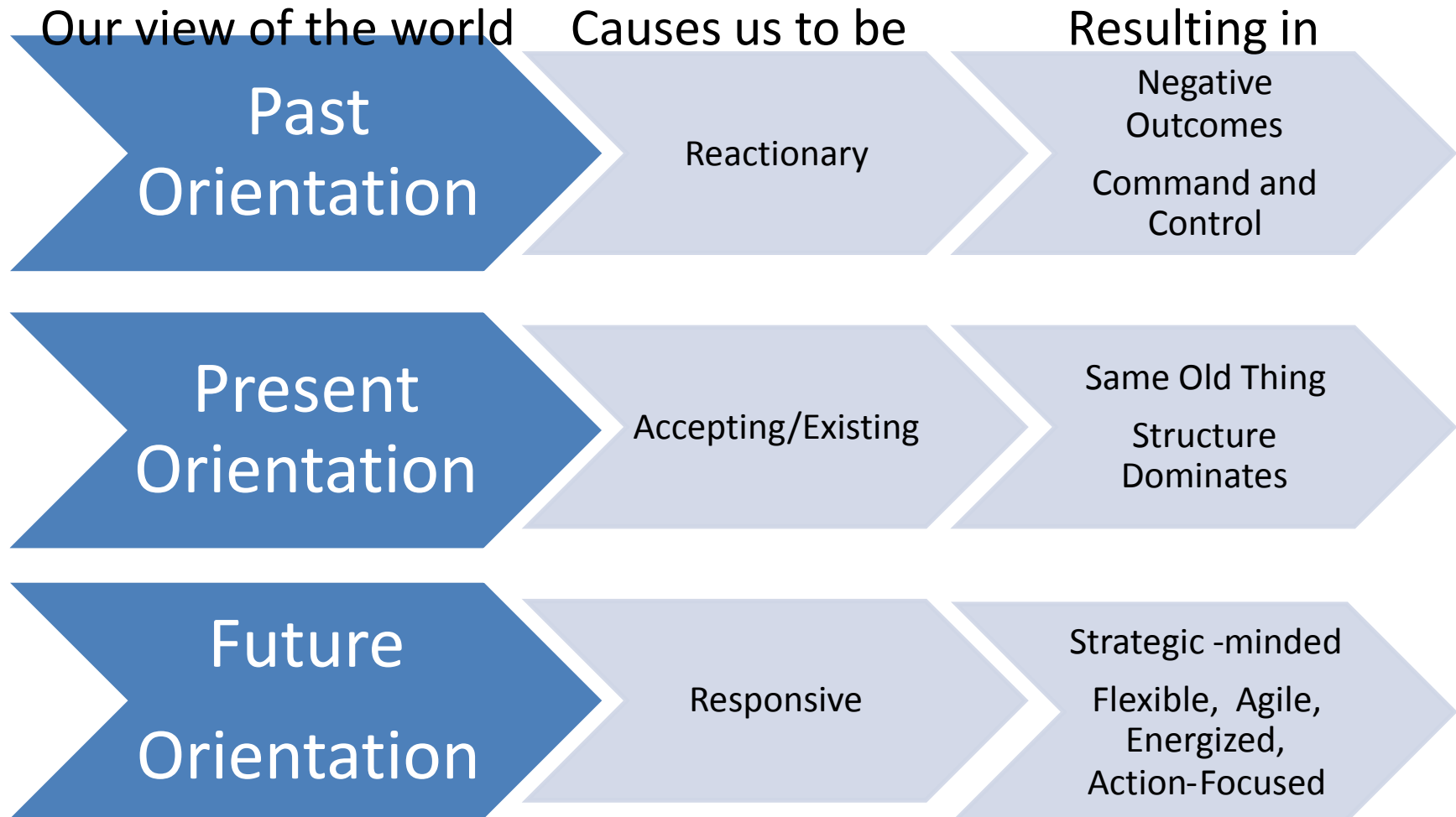


How to Squeeze Through?

- Sharpen communication about purpose/mission
 - Development of strategic skills/implement
 - Design learning around vision
 - Move from tactical to strategic planning
 - Connect people to the shared purpose
- From Training Magazine “How to beat the recession!”



Three Organizational Frameworks





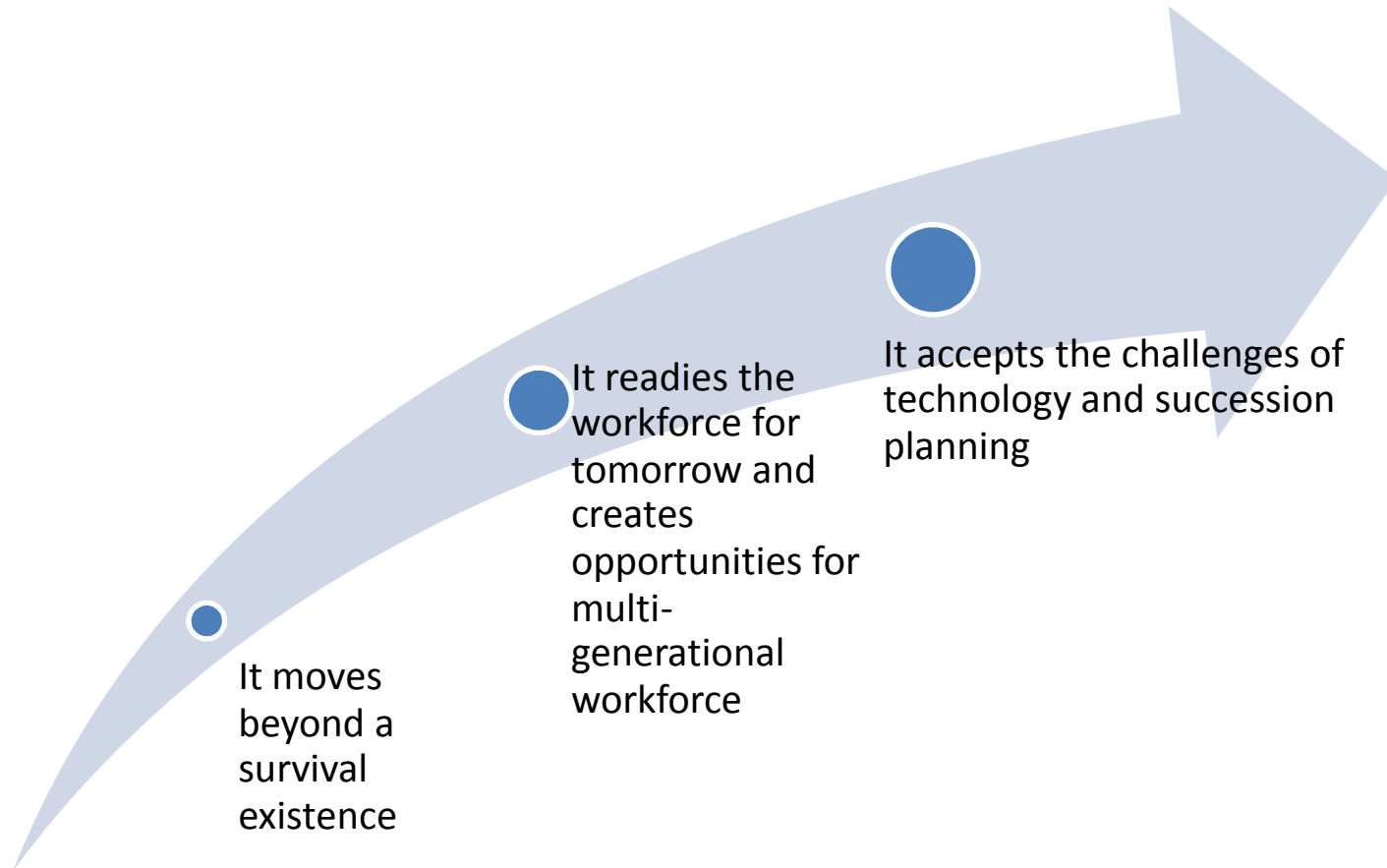
Insight

“Your organization is perfectly designed to give you the results you are now experiencing.”

Peter Senge

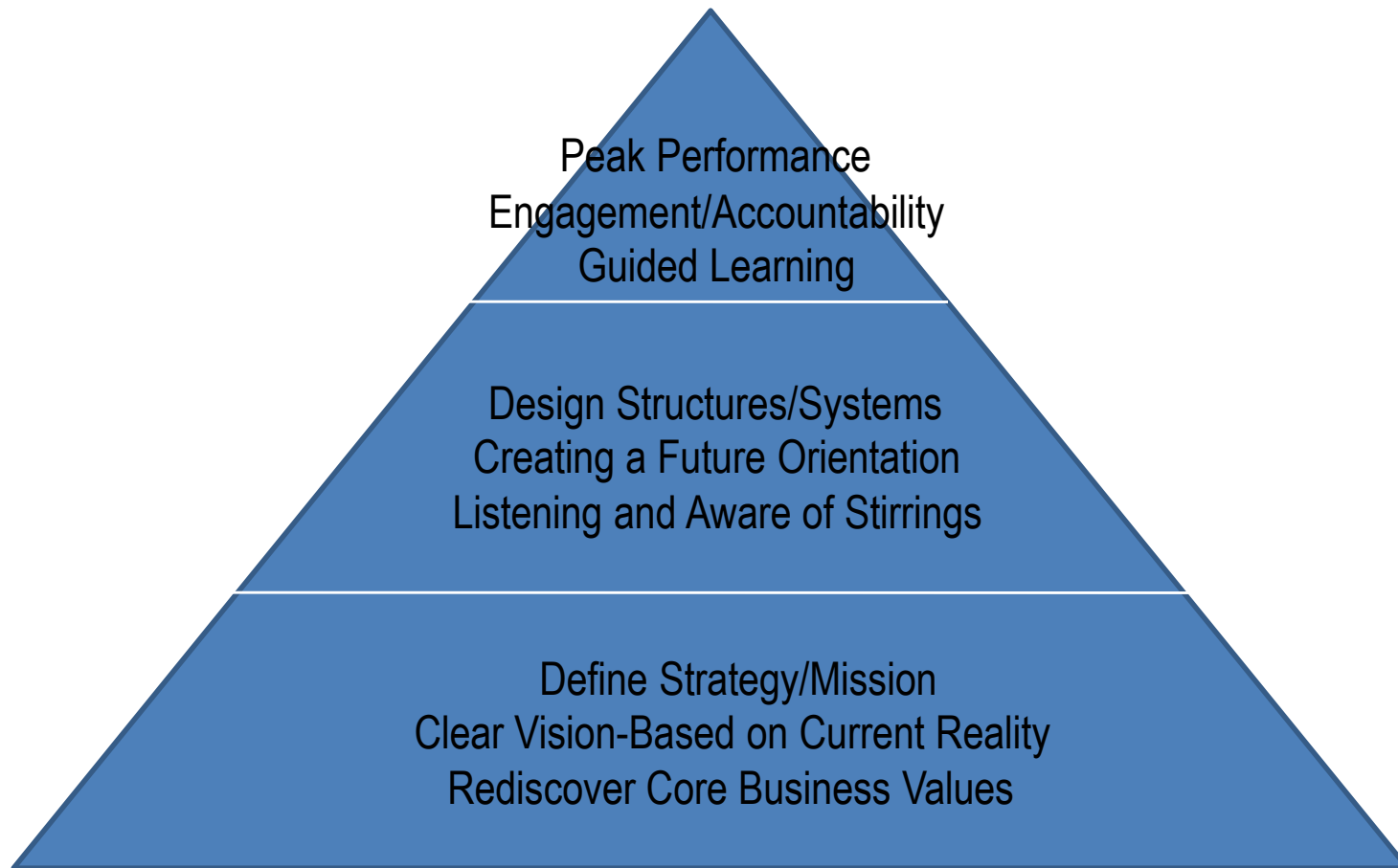


Why a Future Orientation?





Foundation of a Future Orientation Management Leads the Journey





One Organization's Response Beyond the Survival Mode

Discover: Become
Aware of Current
Reality
(inside/outside)

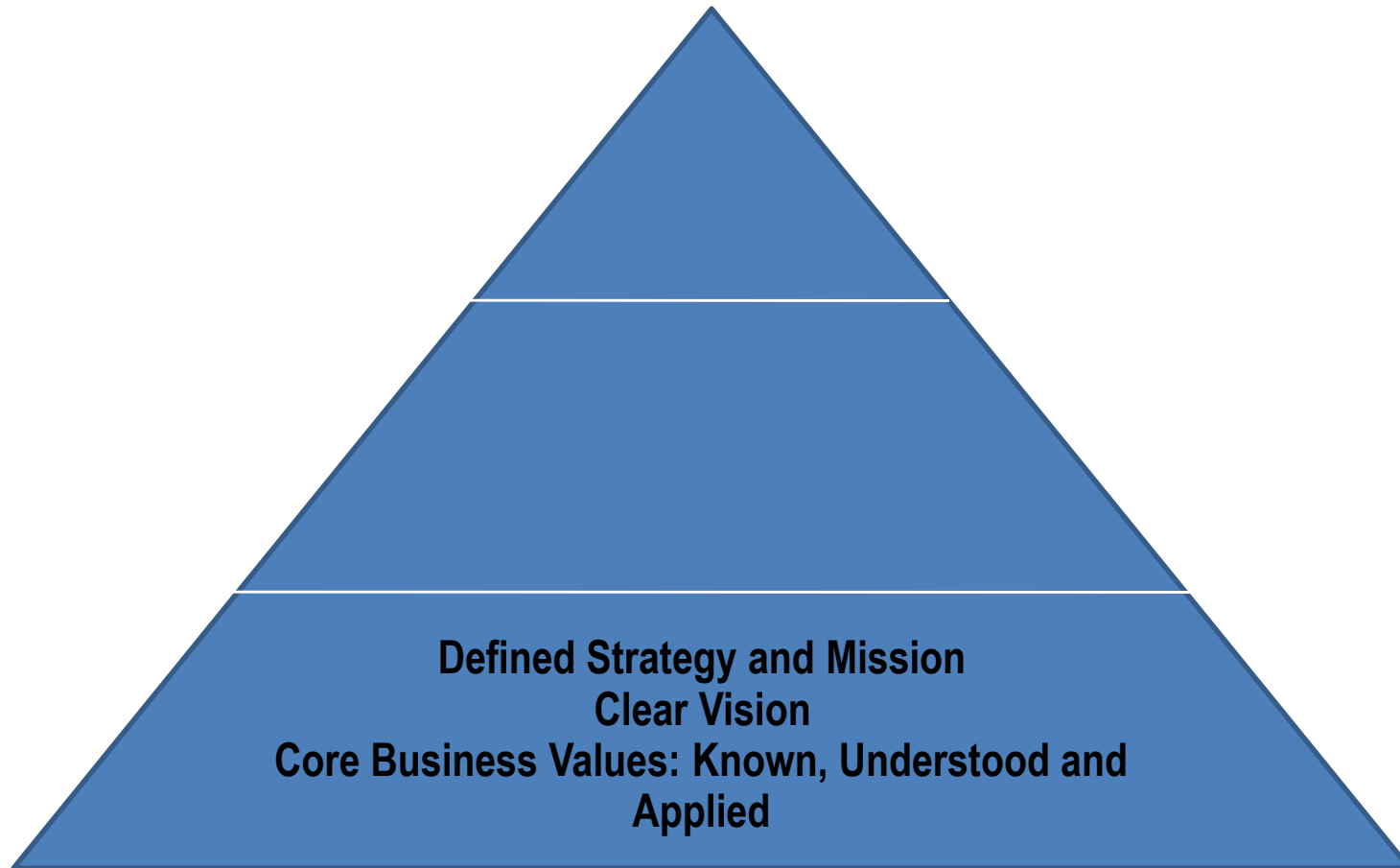
Design: Align
learning strategies
to vision and
business values

Deliver: Roll out
the learning
strategies and
measure outcomes



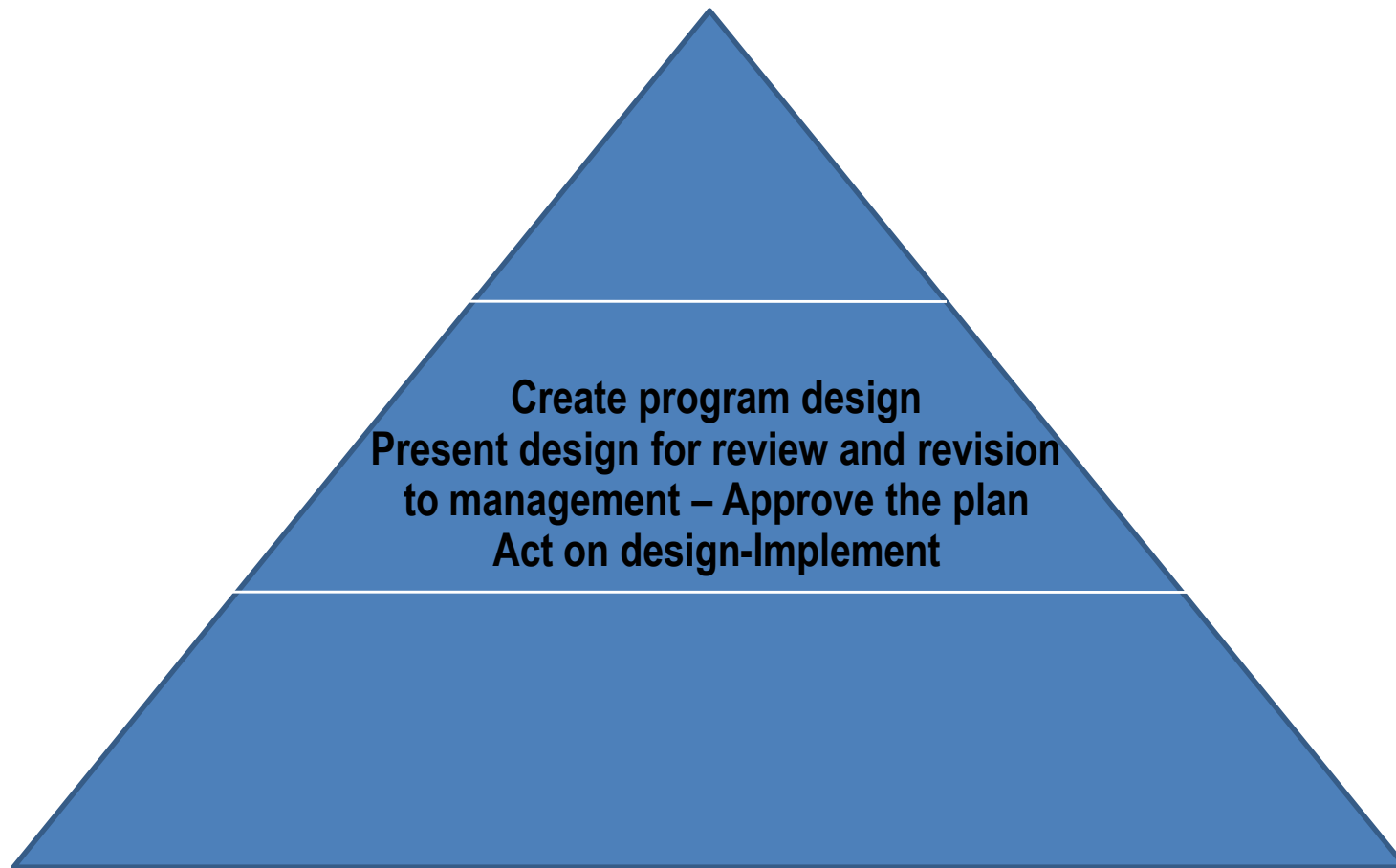
DISCOVER PHASE

Foundation for Future Orientation





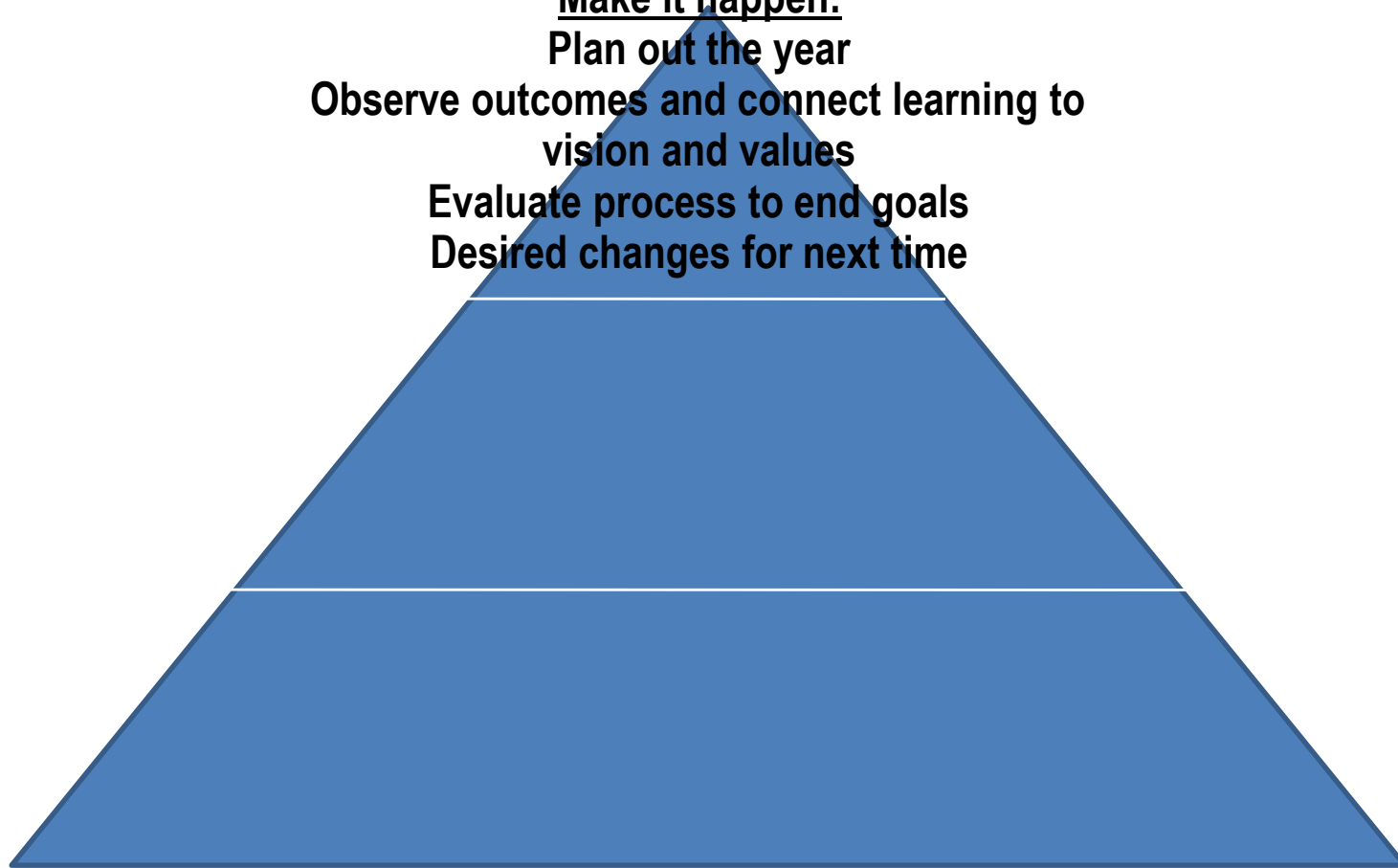
DESIGN PHASE





DELIVER PHASE

Make it happen:
Plan out the year
**Observe outcomes and connect learning to
vision and values**
Evaluate process to end goals
Desired changes for next time





BENEFITS





If ? Call Us

- If some details need review and added clarity?
- If you want help to evaluate your current reality?
- If you want to explore how this process works?
- If you would like a demonstration of program's flexibility and cost effectiveness?
- If you would like to look at another option for employee development and organizational improvement?



Questions / Open Discussion

Thank you for attending





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