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|  | **How We Get There** | **Vision** |
| **Theme 1 (e.g. Financial Solvency)** | **Right amount of people, with the right skills, in the right job**  **Default to massive action with urgency**  **People utilized 85-90%, allowing for innovation and professional development**  **Demonstrate proactive effort**  **Leverage strengths and relationships with customers and industry** | *We are … [broad vision statement]*  We… [theme-specific vision]  We… [theme-specific vision]  We… [theme-specific vision]  We… [theme-specific vision] |
| **Theme 2 (e.g. Workforce)** | **Engagement and autonomy**  **Cross-training across divisions**  **Strategic recruitment & WF planning**  **Create a coaching culture and foster the traits of a Learning Organization (Peter Senge)**  **Continue to build and nurture trust and collaboration**  **Empowerment – Focus on the outcome and empowering staff to figure out how to get there**  **Process improvement and automation** | **Collaborate with industry and others to keep on the leading edge**  **Work together on data and forecasting**  **Grow industry/ trend knowledge at all levels**  **Leverage our proximity to Silicon Valley and the trend towards emerging technology**  **Targeted email campaigns**  **Explore [eTool] as a resource**  **Collaborate with regions and other business lines** |
|  | **Theme 3 (e.g. Culture, Change, Resiliency, Innovation)** | **Theme 4 (e.g. Innovation)** |