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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)** |