**ACME Engineering**

**Visioning**

**It is June 2021**

Over the last 3 years your efforts in ACME have achieved remarkable success. You have built strong relationships with the various parts of the value chain as well as the broader ACME community. ACME Engineering is recognised across the group as the leading exemplar of a systemic and systematic approach to delivering high performance outcomes. By every hard and soft measure – from delivery on time to budget and quality, through to staff engagement and customer satisfaction, you and your team have shone.

Key to this success was your participation in a visioning session in September 2018 and the commitment you made to exploring a future of high possibility. You have been invited by the ACME Group CEO to do a short presentation to the executive leadership team and the top 100 managers within the group.

*As you prepare for this presentation you consider some or all of the following questions (in no particular order). You have approximately 20 minutes. Capture your thoughts on the paper provided. Be creative… use models, pictures and as few words as possible to convey your message*

* What does this success mean to you? Why did you care?
* What was your vision for ACME?
* What challenges did you face and how did you overcome them?
* What opportunities did you have and how did you take advantage of them?
* What was the first thing you did to kick start the transformation of ACME?
* Three things were key to your success, what were they?
* What role did you play in this success?
* What were the opportunities for engaging the business and its stakeholders?
* What did you choose to do with them that was innovative and different?
* What did you choose not to do? What criteria did you use to make these decisions?
* What creative approaches did you use to mobilise your team and align them to the vision?
* Something happened during the first year that nearly derailed your efforts? What was this and how did you overcome it?
* What do you know now that you wish you knew when you started on this journey 3 years ago?
* What might you have done differently?
* Where did you focus your energy, resources and time over the last 3 years?
* What has changed in ACME over the last 3 years?
* How have you grown over the last 3 years?
* In what ways has ACME modelled/demonstrated collaborative ways of working?
* How did you benefit from this success as an individual?