



Recharge Your Team: The Grounded Visioning Approach

Jay W. Vogt

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As most managers know, you need a vision to motivate employees to achieve goals. But people, and companies, lose focus, and the future appears hazy. People say, We're getting stale, or, I just don't know where we're headed. Leaders know they need a vision to bring people together. And they know a good vision will renew enthusiasm and commitment. But waiting for inspiration rarely works—sometimes you need a vision now. But how? *Recharge Your Team* not only shows managers how to create an effective vision—it shows how to do it in as little as four hours, using a time-tested, proven approach.

Traditionally, companies call in consultants to help create a vision. Experts can help—for \$4,000 per day plus expenses. And then there's the time involved: Visioning efforts can take months. This book offers a less-expensive, faster method. Called Grounded Visioning, and based on a concept called appreciative inquiry, the process allows groups to come up with a revitalizing vision that everyone buys into in half a day or less. How? As this book shows, the key is to be sure everyone takes part, to base the vision on how the team acts when at its best, and to imagine a vision bold enough to inspire but practical enough to feel achievable. This book covers the six quick but essential steps that ensure such results—with small teams or large groups. And any manager, not just trainers or HR people, can lead a successful Grounded Visioning session. Grounded visioning is a breakthrough concept of breathtaking simplicity and power that any leader can put to use today. It works, because it frees employees to share their dreams, hopes, and aspirations. As they soar, a vision naturally arises that recharges the team.

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