## Icebreaker: Imagining the Future

**Objective:**

To identify a vision to work toward.

**Overview**

This icebreaker has been adapted from an exercise in [*Resources to Support Managers who Lead*](https://drive.google.com/open?id=0B6_bFhvr4PObTmVsQ0tmNWFCcVE)*\**. It can be used to guide a homogeneous group (a group of people with similar backgrounds, experiences, or work functions) toward developing a common vision, or to help a heterogeneous group (a group made up of a variety of people with different backgrounds and experience) develop and compare unique visions.

In a heterogeneous group, participants are likely to have more diverse perspectives on developing a knowledge management (KM) strategy compared to a homogenous group. The ultimate goal and composition of the participant group should help you determine how to implement this exercise.

**Time**

Total: 20 minutes

No advance preparation needed.

**Materials**

* Flipchart
* Markers
* Dot stickers (for voting)

**Activity Steps**

*Step 1. Imagine the future*

Ask the participants to think about a time in the future.

* Say: “Imagine it is two (or more) years from now and we are looking back. We have accomplished all that is important to us. What picture do you see in your mind that represents that accomplishment?”
* Ask each participant to write a newspaper headline reporting on the group’s (or organization) accomplishments in the year 20 \_ (two or more years from now). Each individual writes a statement to describe of what he is most proud.

*Step 2. Integrate your vision with others*

* Group the participants in pairs and ask them share to their visions of their future accomplishments with each other.
* Ask each pair of participants to create one shared vision combining the best aspects of both visions.
* Have groups of four (two pairs), discuss the combined visions.
* Have each group of four further combine the visions to arrive at one shared vision.

*Summary*

* A vision statement can help guide overall work. If done in a heterogeneous group, remember that the process of creating a vision together is what makes it powerful. Giving the statement to others who were not involved in the process will not have the same power.

\*Managers Who Lead: A Handbook for Improving Health Services Cambridge, MA: Management Sciences for Health, 2005