

Training Manual



THE POWER OF VISION

WITH
JOEL BARKER



DISCOVERING THE FUTURE SERIES

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DISCOVERING THE FUTURE SERIES

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LEGEND



- Important notes and information



- Dialogue that you may wish to use in your program



- VCR instruction



- Sample questions



- Overheads



- Suggested time limits



- Material to be handed out



- Flipchart instruction

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A MESSAGE FROM JOEL BARKER

I have learned over the years that only when you work with the best do you get results that honor everyone. This newly upgraded Vision facilitator's guide is the result of me meeting a powerfully talented woman, Debbe Kennedy.

She had been using the Vision video and sang its praises. When she began to tell me how she used it, I realized that what she was doing with the video was far more creative and useful than what I had suggested in the guidebook which I had helped author earlier.

So I set her this challenge: write the facilitator's guide that you wished we had sent you.

She has done that. With elegance. With "vision".

I think you will find this guidebook loaded with suggestions that will help you utilize *THE POWER OF VISION* on a much broader scale and with much greater effect than if you had only used the previous guidebook.

I want to thank Debbe Kennedy for the openness to share with me her thoughts and the hard work it took to turn those into this document. We are all rewarded by her ideas.

Peaceful futures,

Joel Barker

ABOUT DEBBE KENNEDY

Debbe Kennedy is the founder and managing partner of Leadership Solutions . . . a company dedicated to *“redefining excellence in partnership with America’s business leaders.”* She is backed by over 20 years of leadership excellence in corporate America.

Leadership Solutions specializes in assisting organizations and individuals in discovering for *themselves* that redefining excellence in a company, in an organization, or in a country is a *personal issue*, as well as a *personal journey* to an ever-changing destination. This is accomplished through Leadership Solutions’ exclusive customized approach to developing, directing, producing, and facilitating state-of-the-art activity-based learning programs.

Debbe Kennedy is the author of Team In-Focus™ which is currently being used to create customized strategic training solutions for some of the newest markets within the Fortune 500 industries. Her work has been honored three consecutive years by IBM Management Development for its significant contribution to excellence of their leadership development training programs.

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“Processes, slogans, and vision statement will not make your organization the best it can be.

People will.

The first step is for each person to discover for themselves how important they are . . . and the difference they can make, if they want to badly enough.”

Debbe Kennedy

ABOUT THE POWER OF VISION FACILITATOR'S GUIDE

THE POWER OF VISION video has many powerful messages that can be applied to numerous meeting and learning situations, as well as a diverse set of audience needs. Its wide range of newer and situational appeal has inspired the development of this facilitator's guide. The guide offers three very distinctive *viewing options* designed to meet a variety of needs. The *choice* is yours. The *viewing options* include:

- *ALL-AT-ONCE* [with or without planned discussion]

Viewing the video all at one time at a meeting.

Time required: 30 minutes to 1 hour.

- *3-STEP-APPROACH*

An incremental approach to learning with discussion and interaction. A preferred "best teacher" of THE POWER OF VISION concepts.

Time required: 2 to 2.5 hours

- *RUN-YOUR-OWN-WORKSHOP*

The most comprehensive approach to learning and applying THE POWER OF VISION concepts, including complete activities to define core values and build your vision.

Time required: 4 hours

Each one of the *viewing options* includes everything you need to run a professional quality video program. The facilitator's guide includes session planning information, participant materials, and step-by-step facilitation guides for each *viewing option*.

The *right* way to view THE POWER OF VISION is the *choice* that is *right* for your individual situation and audience. We know your needs and situation will continue to change over time. THE POWER OF VISION facilitator's guide will help you maximize the return on your investment in the video by helping you make the right choice for immediate needs, as well as offering other *viewing options* for future uses.

WHAT FACTORS SHOULD BE CONSIDERED IN MY CHOICE?

Below is a *VIEWING OPTION SELECTION GUIDE* to assist you in making the *right choice*:

Option	Size of Audience	Time Required	Objective
<i>ALL-AT-ONCE</i> <i>With discussion</i>	100 or less	1 to 1.5 hours	Interaction is important. Desire for viewers to internalize messages.
<i>Without discussion</i>	100 or more	30 minutes	Impacting, inspirational, thought-provoking component for a meeting <i>or</i> Emphasizing or bringing together points made in a classroom or meeting.
<i>3-STEP-APPROACH</i>	Less than 50	2 to 2.5 hours	Interaction is essential. Internalizing is critical. <i>Learning, Applying and Ownership</i> is what you are after.
<i>RUN-YOUR-OWN</i>	Less than 50	4 hours	Interaction is essential. Internalizing is critical. You want to take <i>Learning, Applying, and Ownership</i> to a personal level, including defining a set of core values and and a vision for your organization.

Once you have identified the *viewing option* that is right for you, you will find everything you need to produce a professional-quality video program for your audience.

ABOUT THE POWER OF VISION VIDEO

THE POWER OF VISION is the second video in Joel Arthur Barker's Discovering the Future Series. It was designed to complement, and more specifically, be a natural follow-on step to his well recognized video, *THE BUSINESS OF PARADIGMS*.

In the beginning of the video, Mr. Barker personally sets the stage for a powerful viewing and learning experience. He then guides the audience through a moving *Journey* of historical and contemporary examples to teach us a valuable lesson. That having a positive vision of the future is essential for all of us. It influences our direction in the present and it gives meaning to our lives and our work.

Once the lesson is understood, Mr. Barker applies his inspirational message on the power of positive vision to a practical and specific necessity for today's changing organizations.

In the moving conclusion of the video, Joel Barker creatively captures his powerful messages in summary by the use of a visually orchestrated metaphor inspired by the work of *Loren Eiseley*. He leaves the audience with a compelling personal call-to-action.

THE POWER OF VISION was filmed on location in Europe and throughout the United States.

IMPORTANT MESSAGES

- Having a positive vision profoundly impacts our present and future.
 - It works for nations.
 - It works for organizations.
 - It works for children.
 - It works for all of us.

- A positive vision of the future gives meaning to our lives and work.
- Values guide our direction. Vision determines our destination.
- A positive vision of our future coupled with goal-directed action ignites a sense of personal power in each of us.
- We each have the ability to *contribute* and *make a difference* in our own lives, in our companies and organizations . . . and in the world.

HOW OTHERS HAVE BENEFITED

Below are some common benefits that users of *THE POWER OF VISION* have identified:

- It helps the individual internalize the necessity we each have to look to the future in a positive way, because it can profoundly impact the present . . . in organizations, in our lives . . . and in the world.
- The powerful messages connect to the individual person with a relevance to current day personal, corporate, social and political issues.
- It defines the basis from which an organization can develop a vision of its own future.
- It clearly illustrates how thinking about the future gives meaning to the present.
- It provides a *common language* with which vision can be discussed in practical and specific terms.
- It emphasizes the importance of building a *vision community* in order to fulfill a vision.
- It leaves each person with a personal and compelling *call-to-action* to re-evaluate their own contributions.

THE VIDEO SERIES: DISCOVERING THE FUTURE

Joel Barker is frequently asked about the relationship of *THE BUSINESS OF PARADIGMS* and *THE POWER OF VISION* videos. He writes:

For those of you who have seen “DISCOVERING THE FUTURE: THE BUSINESS OF PARADIGMS,” you may be wondering how it relates to the “THE POWER OF VISION. “

In my mind, each video answers a “Why?” question.

THE BUSINESS OF PARADIGMS helps answer the question: Why is it so difficult to anticipate the future?

Once we understand how our paradigms influence our perceptions of the world around us, we begin to see why we miss important data that will shape the future. And once we realize that, we can begin to actively correct that blindness.

THE POWER OF VISION helps answer the question: Why should we take the time to think about the future?

Too often we find ourselves concentrating only on the present, because “That’s where the rubber meets the road!” But just like driving, if we don’t look down the road, we’ll never see what’s coming until it’s too late.

THE POWER OF VISION shows that, at all human scales from nations to individuals, having a positive vision of the future is profoundly empowering.

These two “why” questions are key to shaping your own future. But there is a third question: Which comes first, THE POWER OF VISION or THE BUSINESS OF PARADIGMS? The answer is. . . either!

ABOUT JOEL BARKER

Joel Barker is one of the world's most influential speakers on the subject of the future. In 1979, Mr. Barker founded a consulting company, Infinity Limited Inc. His objective was to help companies improve their ability to identify new ideas and innovations early enough to take advantage of them. Since then he has lectured on issues concerning the future to over 500,000 people around the world. In 1993, Mr. Barker was named International Educator of the Year by the International Honorary and Professional Association in Education Pi Lambda Theta.

OPTION 1: ALL-AT-ONCE

Time Required: 30 minutes to 1 hour

CHOOSING THE APPROACH THAT IS RIGHT FOR YOU

This option provides you with *two alternatives* to view *THE POWER OF VISION* in its entirety *ALL-AT-ONCE*.

WHEN THIS MAY BE THE RIGHT CHOICE:

Alternative 1:

*THE POWER OF
VISION
ALL-AT-ONCE
without a
discussion
period*

- Time for showing is less than 1 hour.
- Group is less than 50 people.
- Primary need is to emphasize or bring together points made in the classroom or meeting.

Alternative 2:

*THE POWER OF
VISION
ALL-AT-ONCE
with a
discussion
period*

- Time for showing and discussion is greater than 1 hour.
- Group is 100 people or less.
- Interaction of group is important to meeting.
- Desire to aid viewers in internalizing the messages.