Planning Forward to an Inspired Future
Utilizing Good to Great Strategies
Facilitator's Guide

Session Purpose: Develop a strategy to move forward based on team excellence.

Session Overview: Defining goals based on the passion and excellence of the team creates a positive, productive work environment. Based on the Hedgehog Concept, developed by researcher/author Jim Collins, this session will explore building goals focused on your team's passion for their work and the opportunity to achieve excellence.

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Introduction **Questions**	**Facilitator's Notes**
What are your thoughts on the goal setting process for team or individuals? Has it been a positive or challenging experience? Why? Expectations for this process?	Ask all members of your team for their feedback on the questions. Using a whiteboard (if remote, available in Microsoft Teams), generate a list of what has made the process positive or challenging. Have all members of your team respond.
Why does your team exist? How does your team contribute to the mission of Colorado State?	***For in-person team meetings:*** Provide each participant stack of post-it-notes. Each participant will list one item per note, for questions. Encourage participants to list multiple responses for each question. Select volunteers to organizes comments from all three questions into themes. ***For remote meetings:*** Consider various tools for interaction: • Lino offers an online white board/post-it-note option for free: http://en.linoit.com/ • Poll Everywhere has a free service for 25 or less participants. Polling is anonymous on this tool. Organize comments into themes.

Component #1: Passion

What is your team deeply passionate about? Questions	Facilitator's Notes
What is your team deeply passionate about? What types of projects/services gives your team energy?	*For in-person team meetings:* Provide each participant stack of post-it-notes. Each participant will list one item per note, for questions. Encourage participants to list multiple responses for each question. Select volunteers to organizes comments from all three questions into themes. *For remote meetings:* Consider various tools for interaction: • Lino offers an online white board/post-it-note option for free: http://en.linoit.com/ • Poll Everywhere has a free service for 25 or less participants. Polling is anonymous on this tool. Organize comments into themes.

Component #2: Excellence

What is your opportunity for excellence Questions	Facilitator's Notes
What does your team do best? What compliments do you receive from stakeholders? What is your team known for contributing to Colorado State?	*For in-person team meetings:* Provide each participant stack of post-it-notes. Each participant will list one item per note, for all three questions. Encourage participants to list multiple responses for each question. Select volunteers to organizes comments from all three questions into themes.

	For remote meetings:
	Consider various tools for interaction: • Lino offers an online white board/post-it-note option for free: http://en.linoit.com/ • Poll Everywhere has a free service for 25 or less participants. Polling is anonymous on this tool. Organize comments into themes.

Component #3: The Intersection of Passion and Excellence

Identifying Passion and Excellence Questions	Notes
Determine themes on both lists. Based on those themes, draft potential goals to address: what is your team passionate about *and* what can your team do best?	For larger teams, divide into groups to discuss common themes. For smaller groups, consider having team discuss in pairs. If remote, have small groups/pairs report back at future meeting. Member of group or pair shares their discussion. Capture themes shared by groups/pairs on white-board or flip chart.
Resources: • Do you have, among the team, the talent, skills, and knowledge necessary to focus on goals? • Do you have time necessary to focus on goals? • Is a budget needed? If so, is funding available? • Is the team motivated to work on this goal?	Ask for volunteers or assign participants to discuss available resources and report back to team.
Next Steps: • Finalize goal(s). Goal(s) should be specific and measurable. • Select/recruit volunteers to lead all/parts of goal completion.	

Adapted from: Collins, J. *Good to Great for Social Sectors*. 2005