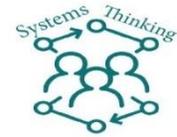


# Planning Forward to an Inspired Future

## Utilizing Good to Great Strategies



**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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<b>Introduction Questions</b>	<b>Notes</b>
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?	
Why does your team exist?  How does your team contribute to the mission of Colorado State?	

### Component #1: Passion

<b>What is your team deeply passionate about? Questions</b>	<b>Notes</b>
What is your team deeply passionate about?  What types of projects/services gives your team energy?	

### Component #2: Excellence

What is your opportunity for excellence? Questions	Notes
What does your team do best?  What compliments do you receive from stakeholders?  What is your team known for contributing to Colorado State?	

### Component #3: The Intersection of Passion and Excellence

Identifying Passion and Excellence Questions	Notes
Determine themes on both lists.  Based on identified themes, draft potential goals to address: what is your team passionate about <b>and</b> what can your team do best?	
Resources: <ul style="list-style-type: none"> <li>• Do you have, among the team, the talent, skills, and knowledge necessary to focus on goals?</li> <li>• Do you have time necessary to focus on goals?</li> <li>• Is a budget needed? If so, is funding available?</li> <li>• Is the team motivated to work on this goal?</li> </ul>	
Next Steps: <ul style="list-style-type: none"> <li>• Finalize goal(s). Goal(s) should be specific and measurable.</li> <li>• Select/recruit volunteers to lead all/parts of goal completion.</li> </ul>	

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