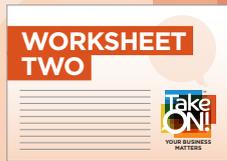


## AT A GLANCE:



# LOOKING TO THE FUTURE



### WHAT'S THIS THEME ABOUT?

As each new year dawns, many of us take stock of our current situation and think about what we want to achieve in the year ahead. We call this our 'new years resolution'. A similar thing happens in business, except the resolution is supported by a strategic plan. The plan is a collection of targets, usually relating to revenue, growth and people.

The strategic plan however, is still only as useful as a new years resolution until it is shared with the employees, and they in turn take ownership for making it happen. If the people don't get behind the plan, it is extremely hard to reach the goal. 'Looking to the future' uncovers our strategic targets for the upcoming year and what we need to do to achieve them.

Through our next four weekly conversations we ask the questions:

- What are we aiming for?
- What are the challenges we'll face in getting there?
- How can we utilise our strengths to achieve success?

### WHY IS THIS IMPORTANT?

**“Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success.” - Stephen A Brennan**

Imagine trying to drag a sleigh to the South Pole with one dog who is focused, fit and racing for the target, and five others who would rather snuggle up in the tent for the day! Let's face it you're not going to get there!

When your people have a clear understanding of the company goals, and a plan to achieve them, you've overcome the first, and most significant hurdle.

### IDEAL OUTCOMES

- We'll know how our role contributes towards achieving our strategy
- We will feel a deeper sense of purpose from our everyday work
- We will better utilise our individual and team strengths in pursuit of strategic targets
- We'll take on challenges with a 'can do' attitude

CONVERSATION SHAPER

