Discovery:

- Describe a peak experience in your organisation.
- Identify a time in your experience when you felt most effective and engaged.

If you would go back in time when you applied for becoming part of this organisation – what was it that you remember was the most inspiring/appealing thing to you in acquiring this job? Why? Is it still there and if yes, how? And if not – what could bring it back?

If there would be three things to mention to show your pride in this organisation, what would they be, why?

Let’s draw a map of where the organisation stands amongst its partners and competitors, let us do so – what is it that people say makes the organisation special, do you think as well so? What is it that the competitors do differently/similar? What kind of impact does it have on the organisation?

If you were to describe the people leading this organization (based on the strengths and competitive advantages you already shared), which words would you use? Why? Would others use the same? If you compare the leaders to a car brand, which would they be, why?

Dream:

Imagine you were asked to sketch a short article about the most important trends and developments shaping the future of the organisation, what would its message be? Which journal would you like to see it published in, why?

If one day you wake up and the world has moved 10 years from now, what is the brightest future that you imagine then for the organisation? Why? Is this your biggest dream of the organisation? Why? Or only yours? Why?

- Jump into the future (One year, five years, ten years...). What do you see for your organisation? What are you doing? Who are you with? What are you excited about?
- If you could have three wishes for your organisation, what would they be?
- Thinking about the times you were most happy in your organization, what about these times would you want to carry into the future?
- Looking into the future, who are is the organisation called to be? What work are you called to do?
- What do you notice about yourself when you dream of the future of the organisation?
- If you could communicate with yourself in the future, what questions would you want to ask yourself about your organisation? What would you like others to ask of you?

Design:

- Thinking about your dream for the organisation, what would make it come alive for you?
- What in your dream really calls to you, what brings you joy or excitement? What makes you laugh?
- What three big accomplishments would make you feel as thought you have come close to your dream?
- What have you done before that you could do again to move toward your future?
- Who are your fellow travelers? Who are people you trust and value who have supported you in the past and will again?
- What do you need to pay attention to so that you feel supported and so that you are taking care of yourself as you embark on this journey?
- What have you already started putting in place? Where is your attention going now as you think about the things you want to do?
- If you could now search for an image/photo that represents this dream, what would be it?
- What are small actions that you would like turned into new habits?
- What smaller aspects of your dream could you experiment with not?
- If you were to experiment with one aspect of your dream, what kinds of things can you see yourself trying?
  How serious is this experiment? How could you make it less serious? More playful?
- If you were to act as if your dream were reality now, what fun would you be having? How could that truly be happening now or in the near future?
- What makes you feel proud and capable today?
- What are the 3 wishes you have to enhance the health and vitality of your organisation?
- What do you want to become more of?
- What is the focus of your attention?
- What good might come of your activities/vision/products etc?

Destiny
- How is the organisation already living the dream? Why?
- What makes you proud? Why? What makes others proud?
- What do you want to see or do more of to get closer to your dream?
- What still needs conscious attention to be sure that it becomes a natural part of your day?
- What commitments needs to be made in the organisation?
- What has been the most important thing you have learned about the organisation?
- How will you continue to care for the organisation and receive support for your continued efforts?
- Who has supported you in your journey and deserves your gratitude or recognition?
- How will you continue to foster the development of the organisation?
- What completes the organisation now?

- What remain for us to discuss?

- If you were to keep the engine of innovation at this organisation going, how would you do it? Whom would you involve? Why?