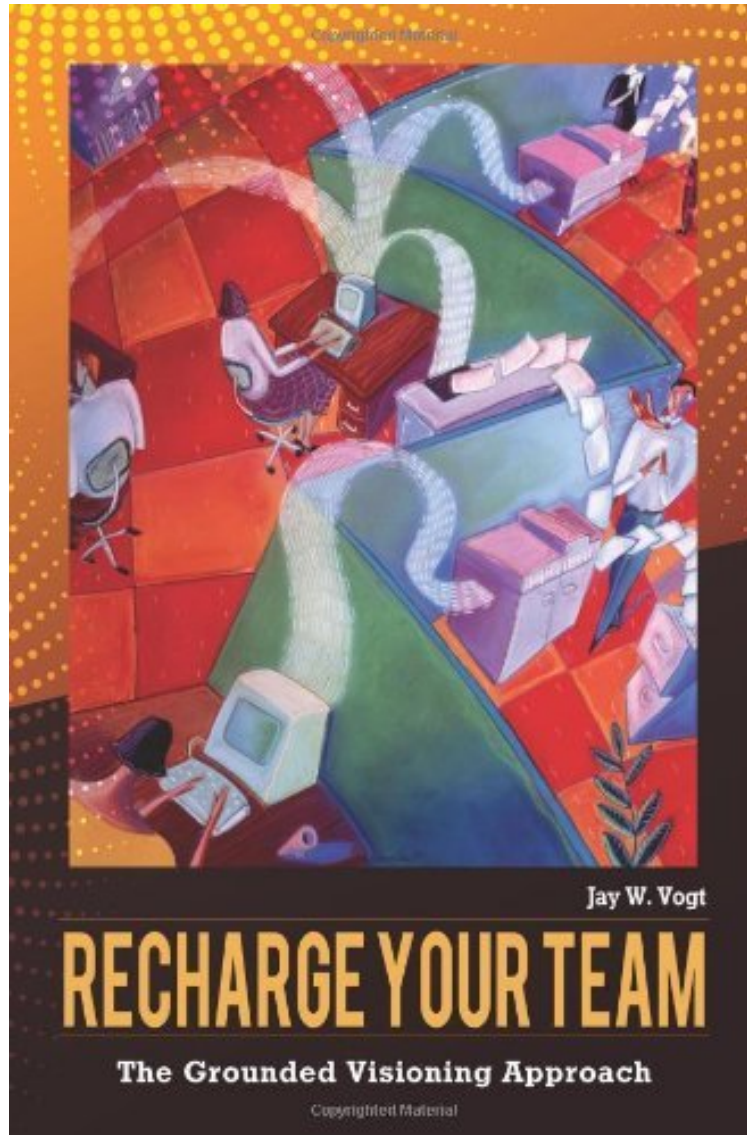


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## Recharge Your Team: The Grounded Visioning Approach

*Jay W. Vogt*

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**Jay W. Vogt : Recharge Your Team: The Grounded Visioning Approach** before purchasing it in order to gage whether or not it would be worth my time, and all praised Recharge Your Team: The Grounded Visioning Approach:

0 of 0 people found the following review helpful. Grounded Visioning works!By Anita TonakarnA colleague and I used this book as a guide to structure a retreat for our department and I am completely sold on the methodology! In a clear and simple way, Jay Vogt walks through how to create an engaged, team-building process that focuses on realistic positive goals and interests. I found the book to be an easy read and the example tools very helpful in the planning process. Not only was the retreat a success (we held it three or so years ago), but we also successfully implemented Goal Teams (which are still being used today - even 3 years later). Grounded Visioning totally works!0

of 0 people found the following review helpful. A classic in jump starting positive change!!!By Christina NeillThis book has a permanent place on my book shelf among other classic titles in change work. Irsquo;m a licensed clinical social worker with experience in supporting individuals, non-profits and for-profit companies accomplish and sustain change. I have found Jay Vogtrsq; approach to be effective in reaching the goals of the organizations I have worked with, energizing for the groups, and very easy to follow as a facilitator. Practical tips for large and small groups on how to keep the conversation productive and action oriented make this book a must have. Irsquo;m a convert!0 of 0 people found the following review helpful. Indispensable Help for Creating Informed Organizational ChangeBy Christian W. DameProfessional consultants like me are often frustrated by the lack of clear strategic focus in the organizations we help and sometimes upset with the seeming unconcern of their leaders toward such needs. Considerable energy and valuable resources are expended attacking immediate problems without reference or insight related to mission and longer term goals. Yet delaying immediate action to complete a traditional lengthy strategic planning process is unrealistic. Too bad there isn't a condensed way to focus and galvanize folks in these situations. But there is, and Jay Vogt has provided it through his Grounded Visioning Approach.Jay's book deserves to become the bible for organizational consultants like me, and its worthwhile reading for any for profit or nonprofit leader or Board member desiring to lead change. Not only does Jay provide concrete advice on setting a vision in as little as half a day in both large and small group settings, but he demonstrates how that vision has compelling and invigorating power because it arises out of the "natural intelligence of people in organizations". His six steps to a Grounded Vision are easy to understand, and, better yet, easy to implement in any-sized organization. Jay's language is clear of planning and organizational development jargon. He uses repetition to imprint his message so skillfully that after two chapters most readers can recite the six steps in their sleep. Jay illustrates the effectiveness of Grounded Visioning with case studies of large and small organizations in the business world, in the nonprofit sector and even from community planning. What especially impressed me was that unlike so many of today's self-promoting business gurus, Jay gratefully and extensively acknowledges the roots of Grounded Visioning in previous research into Social Construction and Appreciative Inquiry by others.I highly recommend Jay's book to all organizational change consultants and to business and nonprofit Board members and executives who find themselves at an organizational crossroad.

As most managers know, you need a vision to motivate employees to achieve goals. But people, and companies, lose focus, and the future appears hazy. People say, We're getting stale, or, I just don't know where we're headed. Leaders know they need a vision to bring people together. And they know a good vision will renew enthusiasm and commitment. But waiting for inspiration rarely workssometimes you need a vision now. But how? Recharge Your Team not only shows managers how to create an effective visionit shows how to do it in as little as four hours, using a time-tested, proven approach.Traditionally, companies call in consultants to help create a vision. Experts can helpfor \$4,000 per day plus expenses. And then there's the time involved: Visioning efforts can take months. This book offers a less-expensive, faster method. Called Grounded Visioning, and based on a concept called appreciative inquiry, the process allows groups to come up with a revitalizing vision that everyone buys into in half a day or less. How? As this book shows, the key is to be sure everyone takes part, to base the vision on how the team acts when at its best, and to imagine a vision bold enough to inspire but practical enough to feel achievable. This book covers the six quick but essential steps that ensure such resultswith small teams or large groups. And any manager, not just trainers or HR people, can lead a successful Grounded Visioning session. Grounded visioning is a breakthrough concept of breathtaking simplicity and power that any leader can put to use today. It works, because it frees employees to share their dreams, hopes, and aspirations. As they soar, a vision naturally arises that recharges the team.

"Jay has a great way of cutting to the chase; creating meaningful change and making everyone smile in the process. He is the real deal."-Stephen McDonnell, CEO, Applegate Farms"Jay's approach draws upon organization's value system. This leads to a strategic vision and plan that is relevant to the organization, actionable at all levels and catalytic."- James R. Salzano, EVP, Clarks Companies, North America"I have watched and benefited from Jay helping to untangle organizational messes for two decades. The guy is a genius. If you've got an organizational challenge, you will not want to miss his book."-Gary Hirshberg, President and CE-Yo, Stonyfield Farm, Inc."Jay has created something for all of us to be great leaders in the 21st century: A model for an organization to create and align behind a vision in half the time with twice the impact of anything else out there! Bravo!"-Nick Craig, Best Selling Author, Finding Your True North: A Personal Guide"Is your organization stuck? Have you reached that point of knowing that doing what you've always done just doesn't cut it? Jay Vogt offers an elegant response: convene a diverse group of stakeholders to create an image of the future that inspires action. Try it!"-Peggy Holman, Author, The Change Handbook"Jay Vogt has written an inspired guide to an inspiring process. I have benefited from working with Jay over a number of years, and I highly recommend his Grounded Visioning Approach as an energizing and clarifying tool to help your organization achieve its mission."-Laura Johnson, President, Massachusetts Audubon Society"Somehow Jay creates magic out of chaos. He is able to bring together people of diverse backgrounds and temperaments and inspire them to work

together. This book captures the essence of what he does and makes it seem possible to do it yourself."-Lisa Zankman, Senior Vice President, Human Resources, Beth Israel Deaconess Medical Center"Do you believe that every person's voice adds value? Are you seeking a proven organizational change process that is exhilarating and meaningful, yet quick? If so, this book is your roadmap to long lasting collective commitment regardless of the group's size or difference of opinion."-Mary L. Fifield Ph.D., President, Bunker Hill Community College"Grounded Visioning-outlined in this book by Jay Vogt-has the unique attribute of capturing the positive and optimistic components of your organization; encouraging your key stakeholders to speak from the heart; articulate their most positive experiences and then develop an aligned plan for your work ahead. Our organization benefited greatly from the quick, positive and action focused approach to developing Strategic Task Groups focused on the future."-Carole Wedge, President, Shepley Bulfinch"Over the past decade the value and importance of a compelling, shared vision for generating energy and enabling exceptional performance in an organization has become increasingly clear. Less clear however is how to actually go about creating one. In "The Grounded Vision Approach" author Jay Vogt offers an eminently practical and efficient methodology for doing just that."-Jeff Clanon, Founding Consultant Member of The Society for Organizational Learning, Former Executive Director of the MIT Center for Organizational Learning"Grounded Visioning focuses on the positive, giving organizations a powerful process for overcoming even bitter disappointments, efficiently setting the groundwork in place to move together toward a more positive future. This group planning process really works. Gathering together a skeptical group of stakeholders and helping them focus on the positive allowed the organization I had just taken over to break away from a very negative place and envision a more positive future by remembering the good things this organization had originally meant to them. Remarkable progress was made in a very short time and Grounded Visioning proved to be just the process needed to regain our momentum."-Thomas Herrera-Mishler, Chief Executive Officer, Buffalo Olmsted Parks Conservancy"Read, convene, reminisce, re-vision and re-charge. Jay Vogt's pioneering methods will re-invigorate any work group, be it a small public library staff or an entire community."-Barbara Powell Director, Concord Free Public Library "Somehow Jay creates magic out of chaos. He is able to bring together people of diverse backgrounds and temperaments and inspire them to work together. This book captures the essence of what he does and makes it seem possible to do it yourself." 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organizational challenge, you will not want to miss his book." (Gary Hirshberg, President and CE-Yo, Stonyfield Farm, Inc.)"Read, convene, reminisce, re-vision and re-charge. Jay Vogt's pioneering methods will re-invigorate any work group, be it a small public library staff or an entire community." (Barbara Powell, Director, Concord Free Public Library)About the AuthorJay W. Vogt is an organizational and human development consultant who founded Peoplesworth, a consultancy, in 1982. Clients include Nortel Networks, Stonyfield Farm, Harvard University, the Massachusetts Audubon Society, and many other mission-driven organizations.