

ACTIVITY 4:

Bringing visions to life

Step 1: Visions for social change that can inspire us

If our vision feels stale or too limited, or if we don't have one, we can gain inspiration from looking at those of others. You may want to explore a selection of bold visions from *Visions and values in action*.

Plenary: Use these examples or brainstorm examples of other organisations or movements – past or present – whose vision, values, and ways of working inspire you. Ask:

- What is appealing about how they lay out their vision and how they live their values in their activism and leadership?
- What are some of the challenges of putting values and principles into practice?

Step 2: Bringing visions to life

Here, we contrast the what and the how to judge how our values, principles, and ways of working align with our vision. Use Option 1 if people are all from the same organization, or if they can be grouped by organization. Use Option 2 if people are mostly from different organisations or as a follow-up to Option 1.

Option 1: Same organisations

Small groups: What is your organisation's vision? This may be an existing vision statement, or you may need to take some time as a group to write down the vision as you all understand it.

- How do you feel about your organisation's vision?
- Could the vision be improved or stretched? If yes, what would you change?
- Does the vision reflect the values, principles, and ways of working you identified?
- If yes, how?
- If not, how could your values, principles, and ways of working bring the vision to life? Or how could the vision be changed to better reflect your values and ways of working?

Pick three insights to share in plenary.

Plenary: Groups share insights.

- What does this tell us about the connection between our visions and our ways of working?
- What needs to change to align our practices with our visions?
- Where do we need to stretch or challenge ourselves?
- Is it about the what or the how or both?

The purpose of this discussion is not to find answers, right or wrong, or to decide now what needs to change, but to stimulate thinking. Remind people that they will return to these questions later, enriched with other perspectives.

You could go back to the inspiring organisations or movements named in Step 1. How did they align their what with their how?

Option 2: different organisations

Go back to the inspiring organisations or movements named in Step 1, or name examples familiar to the group, or draw on the handout. Each small group discusses a different organization or movement.

Small groups: For the organisation or movement you are looking at:

- What is the vision? Find their vision statement or describe your understanding of it.
- How do you feel about this vision?
- What do you think are or were their core values, principles, and ways of working?
- Does the vision reflect these values, principles, and ways of working?
- If yes, how?
- If not, what values, principles, and ways of working could help bring the vision to life?
Or how could the vision be changed to better embody values, principles, and ways of working?

Pick a reporter and three insights to share in plenary.

Plenary: Groups share insights.

- How does looking at these visions make you feel? What questions or reflections do they surface for you and for your own work?
- What does this tell us about the connection between an organisation or movement's vision and its ways of working?
- What challenges were involved, if any, in aligning vision with principles, purpose with practice – the what and the how?