



## SEARCH LOOK INTO THE FUTURE

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Prepare your organization for the future with our Search process. Search puts 20 to 200 people together in the same space to anticipate the possible opportunities and challenges of the future and to build confidence and commitment to the organization's ability to succeed.

You can't predict the future, but we can consider "what if?" What if orders double this year? What if two companies merge? What if regulations increase/decrease? What if the company founder/s retire?

Some "what ifs" are scary, perhaps even unspeakable. We have found that employees consider these scenarios whether they are spoken or not, but they are never given the chance to build an understanding with input from their colleagues of how the organization would or could respond to any of the scenarios. The conversations are empowering. Participants become more confident in the resilience and strength in themselves and the organization.

We begin Search with a look to the past. Through a structured story-telling process participants recall the core elements that have always been the hallmarks of the company's success. Conference participants begin to understand the essential nature of the organization and how it can succeed in an unknown future.

We then create a picture of the present—current successes and challenges from different perspectives and different parts of the organization. There is no finger pointing. Employees, sometimes for the first time, understand the complexities and unique situations inherent in your business. Commitment to the business and each other is the tangible outcome at this stage of the process.

After describing the present, we begin to imagine the future. Unlike strategic planning, we don't drive for decisions, priorities and goals. Instead, we consider the "what ifs". Whether a group actually comes close to predicting the future doesn't matter as much as the process of getting each participant to consider many possible futures and how the organization might respond to leverage its core strengths.

*This is the power of our process:  
savvy employees ready to take on  
the opportunities and challenges  
of the future with a keen  
understanding and commitment to  
the core elements that will bring  
them success.*