CAPSTONE
Leadership Solutions, Inc.

Why & Visioning Worksheet
The Vision & Why for the Next Level of Transformation

ORGANIZATION: _____ DATE: _____

CURRENT STATE

- What are the problems we are trying to solve in the next phase of transformation?

- What opportunities do we see for an even better future?

- Why is now the right time for continuing our transformation initiative? What creates a sense of urgency for the next level of transformation?

- What happens if we “stop” or “only maintain the status quo”?

Summarize the **WHY** that inspires this next phase of transformation:

FUTURE STATE

Our VISION for the OUTCOME

When this next phase of our initiative is “wildly successful,” what will it look and feel like 2+ years from now?

- What objective measurements will be improved?

- What subjective findings will be descriptive of the improvements?

Summarize our **VISION** that inspires what we are creating in this next level of transformation: