Describing Culture Change 10 Years into the future:

# Purpose:

The purpose of this activity is for Culture Change Coalition members to become familiar with the ideas around the Dream phase of the Appreciative Inquiry process, by learning to describe a provocative ideal future rooted in current strengths. This activity works well as an ‘icebreaker’ exercise at the beginning of the meeting.

# Materials:

* Pens/markers
* paper
* Chart paper or whiteboard

# Instructions:

1. Remind the Culture Change Coalition members that you are currently transition to the Dream phase of the Appreciative Inquiry process. Remind the group that at this point, many other sorts of change programs would be focussed on problem solving, but the purpose of Dream is to focus on the positives collected so far and ask ourselves what they can tell us about an ideal future.
2. Ask the group to ‘Dream Big!’ “ We would like to invite you to dream big. It is **[select a date 10 years in the future]** and **[your group or organization]** has been recognized as an innovator in dementia care. Ask yourself what is happening at **[group or organization]** that has made the home a leader in care? How is it innovative? Reflecting on this, complete the following statement:

In 20[\_\_], **[group or organization]** is a place where……

1. Encourage the group to write in the present tense, and not to limit their visions to projects, ideas or realities that are bound by current understandings of funding, administration or logistics. Reinforce that this exercise is meant to have them imagine an ideal future with no hindrances. Ask coalition members to share their visions with the group and discuss the vision. It is often useful to have a discussion about how writing in the present tense, as though the ideal future has arrived, shifts the perceptions and excitement about the proposed culture change.