

Visual explorer cards or photographs (available at this site:

https://hrdqstore.com/products/visual-explorer?variant=17118012637274¤cy=USD&utm_medium=product_sync&utm_source=google&utm_content=sag_organic&utm_campaign=sag_organic&gclid=Cj0KCQjw4PKTBhD8ARIsAHChzRLHRlvT2w-DgWwl0egrp_VRqLJiNwTS7cj1GuuqljUq7sC1S0z0zS8aAsrwEALw_wcB)

1. Lead people through a guided visualization, and have them make notes about their ideal future.
2. Everyone selects a Visual Explorer™ card that symbolically illustrates your best possible vision for your organization's transformation.
3. Table participant #1:
 - a. Show your Visual Explorer™ card to the group, and *very briefly* indicate how your best possible vision is reflected in it.
 - b. Pass your card to the left.
 - c. Have the person to whom you have passed it share what *they* see in your card.
 - d. Continue passing the same card around the group, repeating step c until everyone has briefly reflected on what they see in it.
4. Repeat steps 2a through 2d until every person in your small group has *both* shared his/her Visual Explorer™ card *and* reflected on every other participant's card.

5. Now – what are your most positive, most hopeful, most compelling *collective* images for **xxx**. Have your Recorder document as much detail as possible (e.g., ***give prompts***)