

THE BIG PICTURE

THE ART OF ALIGNMENT

THE CHALLENGE

The Big Picture is an engaging experience that beautifully illustrates the importance of ensuring all the components of your organization — people, processes and resources — are aligned with its strategic vision.

Participants work in teams, each responsible for creating a component of a 8-by-10 foot banner. The pieces are assembled into the final image which is raised in a big reveal that allows participants to witness the favourable outcome of their efforts as well as the price of misalignment.

PARTICIPANTS OWN THEIR LEARNING AS THEY SEE WHAT IT TAKES TO DELIVER OUTSTANDING RESULTS. THE ALIGNMENT OF EACH COMPONENT CONTRIBUTES EQUALLY TO THE VISUAL QUALITY OF THE BIG PICTURE, AND PARTICIPANTS GAIN INSIGHT INTO HOW THEIR EFFORTS CONTRIBUTE TO A POSITIVE WORK CULTURE THAT HELPS ACHIEVE LARGER OBJECTIVES.

THE SOLUTION

The Big Picture illustrates how the work of each person, team and department affects the customer experience and therefore impacts the bottom line. Participants gain the confidence and competence needed to create a cross-functionally aligned organization that removes bottlenecks, improves productivity, achieves outstanding results and is a great place to work.

HOW IT WORKS

- Participants are divided into teams of three to ten members. Collectively they must produce an 8-by-10 foot banner.
- The banner is composed of 20 sheets of paper, each one 2-by-2 feet square. Each of the 10 teams is responsible for two squares and ensuring alignment with adjacent squares. Lines must connect and colours must match.
- Teams must ensure that their pieces of The Big Picture are successfully completed, and seamlessly integrate with the work of the other teams.
- To be successful, the group must define and communicate The Big Picture, clear expectations, and an execution strategy.
- Two mid-program debriefs allow participants to learn the importance of taking time to stop, evaluate, and change course if necessary.
- The group's success at managing the project will be graphically illustrated by the finished billboard.

The end result is always revealing! Participants experience how their actions and behaviour impact the performance of their team and of the overall organization.

The Big Picture can be further customized to drive your organization's values, competencies, and messages.

LOGISTICS:

Number of participants: 30 to 500+.

Time required: 1.5 to 3 hours

WHY EXPERIENTIAL?

Flowworks designs and delivers simulations where participants learn by doing - building knowledge, skill, and confidence. Participate in a Flowworks simulation and bridge the gap between theory, knowledge, and action.

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Alignment
Communication
Customer Awareness
Creating Vision
Managing Change
Team Building