



LEADERSHIP VENTURES

One Goal. The Common Good.

THE PLANT PROCESS:

The PLANT™ (Preparing Leaders and Nurturing Trustees) process takes board members through six distinct phases to bridge the gap between where you are now and where you need to be.

The six phases of the PLANT™ process:

1. **Organizational Assessment**
This is the pivotal diagnostic from which a plan for board education is developed. Grounded in TLD methodology, this includes one-on-one consultations with organizational leaders, interviews, surveys, observations, archival research, and real world recommendations.
2. **History: Character and Culture**
Change must begin by understanding the history of an organization and how it has evolved over time. Here, we will help you examine how you managed past events, issues, challenges and resources in order for the culture and character of your organization to emerge.
3. **Mission: Calling and Congruence**
Mission statements raise several key questions: Why does the organization exist? Whom does it serve? Is there a fit between what the organization says it believes and what it does - or is there congruence? All of your programs, services, planning, and decision-making will be measured against its fit with the overall Mission statement.
4. **Publics: Context and Community**
It is crucial that your organization understands and maintains the “big picture” when undertaking any kind of change and setting forth a plan for the future. In this phase, we will help you look at the contextual complexities in which your organization exists and the interconnectedness between your organization and the community at large.
5. **Future: Creation and Commitment**
The ability to see beyond the present and to create meaning from the past in order to address future issues is the mark of bold leadership. Here, we will help you create a strategic plan for the future to renew the tradition of commitment and development throughout your organization.
6. **Integrating the Change Implementation and Evaluation**
Integrating and implementing change is the greatest challenge you will face. We work with you to develop a specific plan to implement practices aligned with your culture that also supports your organization’s renewed mission and ensures integrity and stability. You will set metrics to evaluate your progress and growth through time.

Contact us at, info@LeadershipVentures.org to learn more about The PLANT™ process and to find out how we can help your organization grow and reach its mission.