

VISION & VALUES

TARUP YOUTH SCHOOL



miller·quest
Forandring af organisationer - til glæde for mennesker

Customer	Tarup Youth School
Task	In a large merger process of two youth schools, Tarup Youth School wishes to strengthen and clarifying their common, new vision. The task for MillerQuest is to help them find and clarify the new vision.
Origin	When two youth schools are merged into one school, it requires extraordinary efforts to link employees and cultures – it involves a large number of challenges but the beginning is a common vision.
Solution	<p>To have an effect on the future through a vision seminar where the vision becomes a reality through discussions during a cafe debate concerning the little success stories of every day life and the big dreams of the future.</p> <ul style="list-style-type: none">• Personal and strategic supervision of responsible principal• Strategic planning of vision process• Design of agenda and process tools for vision seminar• Facilitation of vision seminar and pinpointing of vision goals as well as the beginning of the action plan process
Result	<ul style="list-style-type: none">• Common commitment in the future and involved employees who now feel ownership of the process and the vision
Testimonial	<p><i>The cooperation with MillerQuest in this process was divided into two:</i></p> <ul style="list-style-type: none">• <i>The coaching process which was an individual process with me alone to lead the way in this big question to seize and maintain a professional overview of the process</i> <p><i>I find it more difficult to get a "helicopter" overview of and objectivity of the task I am in the middle of than to be able to handle the objectivity of a task I am not involved in. I therefore needed the eyes of somebody from the outside to clarify and maintain thoughts, plans and goals.</i></p> <p><i>The professional sparring - to learn about methods and the language of branding was also important in order for me to feel capable of handling this process.</i></p> <p><i>MillerQuest is familiar with the organisation and fundamental culture of the youth school and shows large confidence in working systematically right there where the work is needed.</i></p> <p><i>MillerQuest possesses an analytical strength which makes it possible to ask the right questions in a fast and precise way and thus coach the user to find a clarification.</i></p> <p><i>The purpose and mutual expectations of the cooperation were quickly clarified thanks to MillerQuest's sharpness and clear definition of what is what – and we managed to run the process over the telephone! It is absolutely perfect to be able to get help from a coach whenever the need arises.</i></p> <p><i>The coaching process fully lived up to my expectations.</i></p>

- Vision seminar with 40 people

During the vision process round-up of the open phase, we needed the sharp overview from somebody from the outside and MillerQuest absolutely gave us what we needed. Communication before, during and after the seminar was perfect where MillerQuest very thoroughly constantly ensured an involvement to adjust the process to the actual target group. It is not easy to find a form to such a manifold group represented by 40 youth school employees!

MillerQuest's smiling and positive behaviour – and not least very clear formulation of the task gave a good and concentrated atmosphere. The task, which was not an easy one, was solved by MillerQuest with professionalism, objectivity and good methods – very satisfactory. In such a large process it is essential that we ourselves are clarified – how much do we wish to change? In what speed do we wish to change? What are our expectations compared to the fact that we place the final decisions in an open forum, etc. This is where we recommend prioritising MillerQuest's participation in a closer process directly with the management team during the process.

Bettina Hoffmann, Head of Department Tarup Youth School