



Customer	VUC Fyn department in Odense Sønderø (education for grown ups)
Task	In a very difficult time for the organisation, MillerQuest is hired to create a starting signal for the new strategy and to commit the employees to work in the same direction to achieve the goal.
Origin	<p>In connection with the merger of the VUCs in Funen and the transition into being an independent institution, it is necessary to work practice-oriented with the vision and the strategy to obtain the vision. The strategy reflects the challenges which arise during the transition to become an independent institution: E.g. recruitment and participant retention.</p> <p>VUC in Odense Sønderø expects great results as regards the strengthening process and to concretise the strategy of the total organisation through the involvement of the department's 160 employees.</p>
Solution	<p>Through in-depth focus group interviews and clarification of expectations with management and employee committee, the employee day is planned to ensure that all groups gain influence. As part of the co-ownership and the facilitation of the day, 16 employees are trained as hosts of the processes which are carried out in groups of 10.</p> <ul style="list-style-type: none">• Create ownership among management, employee committee and employees• Design agenda and process tools for an employee seminar as a kick-start for the implementation of the new strategy• Facilitate the employee seminar
Results	<ul style="list-style-type: none">• Specific target areas within the subgoals of the strategy – recruitment and participant retention• A drastic change in the sentiment and attitude of the employees where the co-ownership makes a new and different future for the organisation possible.
Testimonial	<p><i>"The day proceeded awfully well and this was probably a result of the fact that everything was planned very well. It is a good idea to have a host in each workshop. And there is time for friendliness, commitment as well as seriousness."</i></p> <p>Jane Andersen, participant in the employee seminar</p> <p><i>"We have experienced MillerQuest as an inspiring and creative consultant and persistent coach. With the assistance of MillerQuest and based on the principle of "help to self-help", we have carried out an employee day for 160 employees. The idea to give a number of employees the function hosts of the table to guide their colleagues through a workshop is actually good. Good learning processes and reflection are initiated in the planning phase as well as in the idea generation phase."</i></p>

The employee day has turned out to be a good framework for the individual and personal involvement compared to the overall strategic goals of the institution. MillerQuest contributed to the success of the day with its systematic and energetic way of integrating detail and entirety into a meaningful context."

Marianne Karlshøj, Principal at VUC Fyn department in Odense Sønderø