



**GALS  
CATALYST  
PHASE 1**

# **TOOL 2: VISION JOUR- NEY**

**GALS@Scale  
Facilitator Resources  
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**G**ENDER

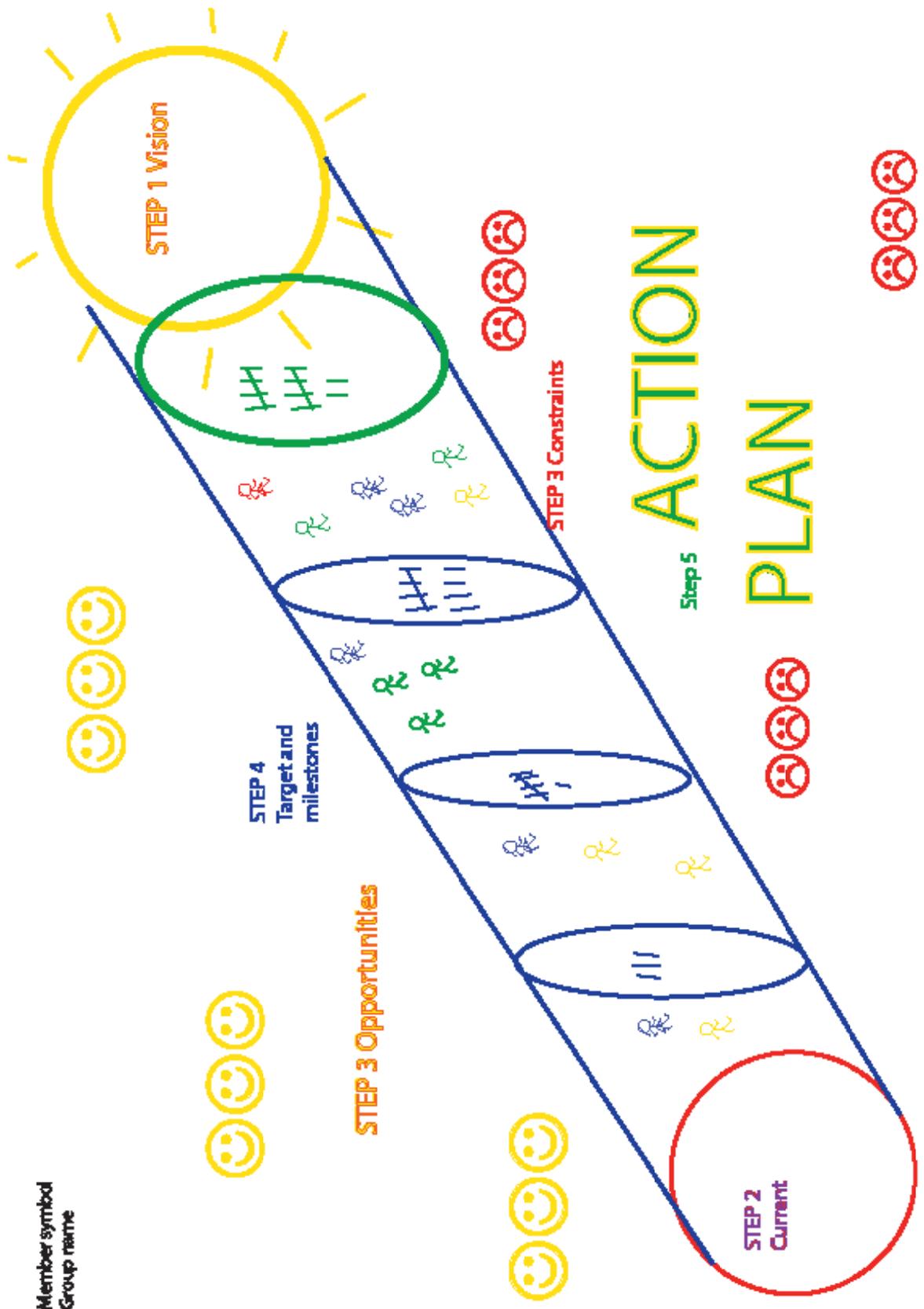
**A**CTION

**L**EARNING

**S**YSTEM

**Linda  
Mayoux**







### ***The first Vision Journey : basic narrative***

We need to start our road to the future somewhere - to start to have faith in the possibilities of progress and change and to start to develop the habit of visioning, planning and assessing our progress. So we start first with something very concrete and simple.

For this first vision journey, you should choose the thing which is most important from your drawing in the soulmate exercise. But this should also be something that you think you can achieve in the timeframe for your Multilane Highway.

Later you can then use the same tool for other things as you wish. Once we have learned the basic principles and process, it is possible to then move on to bigger and more ambitious dreams.

But it is important for this first journey to start with something concrete and realistic so you can learn how to plan and progress. And start to have confidence that things can change and feel good about your journey.



## Aims of the Vision Journey

The Vision Journey:

- produces a plan to help people work towards one realisable element of their vision from the Soulmate Visioning Exercise - often this is a small business, a house improvement or sending children to school - as part of the longer term vision.
- identifies people's current position in relation to that vision;
- analyses opportunities and constraints
- establishes a timebound target;
- plots progressive milestone targets and the actions needed to move from one milestone target to the next;
- introduces and reinforces a culture of planning and reflexive learning

It is first drawn separately, then key elements copied as the top road of the individual Multilane Highway in the diary. It provides the reference point and rationale for examining gender opportunities and constraints and peer training necessary to achieving this vision in the subsequent Sessions.

### Aims for participants

- introduce the basic planning principles and steps
- reinforce ideas of visioning, but also realistic targets with tracked actions and milestones
- brainstorm and share as many opportunities and challenges as possible
- introduce and reinforce a culture of planning and reflexive learning
- reinforce basic drawing and analytical skills.

### Aims for organisations

- increase understanding of and respect for people's visions, current situation and how people themselves can plan strategies to achieve them.
- increase understanding of opportunities and challenges and possible roles for the organisation.
- increase understanding of the similarities and differences in the above between women and men from different backgrounds and as individual people.
- improve participatory skills of staff and communication with women and men in the communities with whom they work.



**Participant  
Diary:  
Vision  
Journey  
Basic Steps**

**This Vision Journey is drawn on the next double page after your Vision. Remember to put the date in the top left hand corner.**

**Step 1 first circle – future**

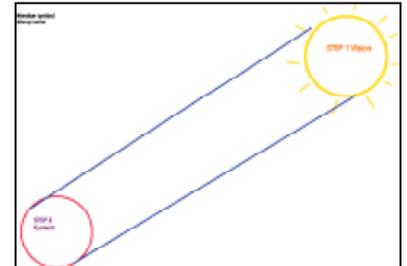
Draw a large circle at the top right hand corner of your page. This represents the future. It is a large circle at the top because it is like a sun and you are reaching for the sky. It is the vision which will inspire you to pick yourself up, and continue to move forward if you fall and stumble on the rocks along the road.



**Step 2 second circle - present and drafting the road**

Draw a second large circle at the bottom left hand corner of the flipchart. This represents the present situation.

Draw two straight lines to link both circles. This represents your road from the present (bottom) to the future (top). The road is straight and upwards, because this is how you hope you will reach up to your vision.

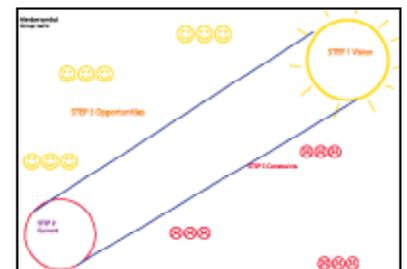


In the bottom circle draw how your current starting situation is for the different things in your vision.

**Step 3 opportunities and constraints**

On either side outside the road you will draw:

- at least 10 opportunities at the top of the road - the things which will help you up if you fall down. The more opportunities you can think of, the easier it will be to advance.
- at least 10 constraints go under the road because these are the things which can drag you down. It is important to foresee and avoid them if possible.

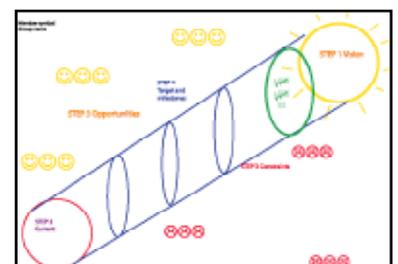


The things which are most under your control nearest the road. The things which you cannot control go furthest from the road.

**Step 4 Target and milestones**

Every journey starts with small steps. Your vision is a long term dream. Now you need to plan how realistically, with the opportunities and challenges, you can start to move.

Draw a circle next to the vision where you will fill in how far you think you can get in 1 year for the different elements in your vision. Then put 3 circles at equal distance along the road as milestones for each 3 months. Leave enough space in between - that is where you will put the actions.

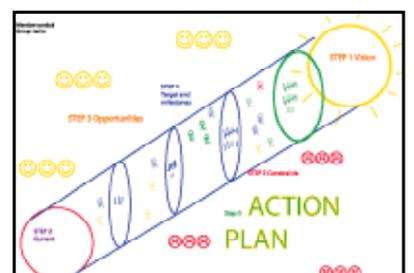


**Step 5 SMART milestones and action plan**

Now you are ready to fill in your milestones - in each circle you put in how far you need to get each time.

Then between each milestone you put in the actions needed to move from one to the next - revising the milestones and target if necessary.

You will then track your progress over time, and adjust your drawing as needed to get as far as you can towards your vision.





## Vision Journey: Facilitation Overview



Participant preparation	Participants need the vision from the Soulmate Visioning exercise, their notebook diary and 2-3 different coloured pens if these are not provided by the organisers.
Facilitator preparation	<p>Familiarise yourself with the tool and draw your own Vision Journey</p> <p>Prepare an introductory explanation</p> <p>Put up a blank flipchart at the front of the room for the participants to progressively develop - this time the facilitator must not hold the pen.</p> <p>Make sure the seating arrangements are appropriate for people to sit comfortably in groups while doing individual drawings. And that there are passageways for people to come up and contribute from the front.</p> <p>Seat yourself now to the side, not at the front.</p>
Materials/ prepared inputs	<p>Notebook diaries with coloured pens.</p> <p>A blank flipchart for the front of the room and coloured markers placed for people to come up and draw.</p>
Timing 3 hours with healthbreak	<p>Pairwise introduction - discussion of what participants learned in the previous session (15 minutes).</p> <p>Plenary feedback focusing particularly on any need for clarification (15 minutes)</p> <p>Welcome back and brief overview of session (5 minutes).</p> <p>Individual drawing of the Vision Journey in notebook diaries. The facilitator goes slowly through the steps with participants drawing on the blank flipchart while everyone else draws in their notebook diaries (1 hour).</p> <p>Facilitator wrap up including homework (15 minutes)</p> <p>Finishing song (5 minutes)</p>
Outputs	Individual Vision Journeys with milestones and actions for the next 12 months in notebook diaries. These are then tracked over time.
Homework for participants	<p>To complete their vision journey, building on the inputs from others</p> <p>To share what they have learned and the Road Journey Tool with at least 2 people before the next meeting</p> <p>To bring their A4 book and coloured pens to the next meeting</p>
Homework for facilitator	transfer the information to an Excel Monitoring Sheet for those indicators which the organisation decides to track eg increases in incomes, changes in gender division of labour and property ownership and peer upscaling - among many other possibilities. feedback the outcomes to your colleagues.



## Facilitation Details

<p>Brief introduction</p> <p>5 minutes.</p>	<p>Once the feedback from the pairwise exercise has finished, the facilitator should ask people to recap on the steps of the multilane highway.</p> <p>Then give a brief explanation of the Vision Journey as what they will fill into the top lane.</p>
<p>Individual analysis: Participant Diaries Steps 1-5</p> <p>1 hour.</p>	<p>People draw individually but it is good for them sit in informal groups - putting together those who have most difficulty in one group and the most advanced in another to enable the facilitator to easily give necessary support to each. And so those who have initial difficulties can encourage each other rather than feeling dominated and those who are more advanced can move ahead quickly with more complex analysis to add to the discussion later. Possibly also separating men and women if one is likely to dominate the other. Sharing between the different levels will be encouraged as homework. <b>VERY IMPORTANT - EVERYONE MUST DRAW EVERYTHING FOR THEMSELVES. NO ONE SHOULD EVER TOUCH THE PEN FOR ANYONE ELSE.</b> If given space and a bit of time, encouraged and not patronised or laughed at, even very old women who never held a pen are drawing in about 15 minutes, and then become very comfortable and even expert after a few sessions.</p> <p>Then go through the participant instructions above step by step interactively from the side, inviting people to give examples on the flipchart at the front as people draw in individual notebook diaries. Go slowly. And do not touch the pen yourself. Make sure everyone is engaged all the time - either through taking their own analysis further or helping others. When people have finished, they should start to share in their groups until everyone has finished enough to start the plenary. Focusing particularly on identifying as many oppoertunities and challenges as possible.</p> <p>Key points which may need continually emphasising are:</p> <ul style="list-style-type: none"> <li>• the importance of identifying as many opportunities and challenges as possible - particularly ones over which they may have some control. It is that deep reflection and brainstorming which will really help people advance. It may be very useful to discuss with neighbours on this.</li> <li>• the need to separate out the milestone targets from the actions needed to attain them. That is an important point for future tracking and monitoring - it is the actions that people can control, not necessarily whether they fulfil the targets. They will need to continually assess which actions are successful and which are not, and maybe revise their targets accordingly.</li> </ul>
<p>Facilitator Wrap Up and homework</p> <p>15 minutes</p>	<p>The facilitator gives a brief wrap up - outlining different dimensions of a vision and opportunities which have come up. The facilitator could also start to discuss some important gender elements which have not come up – without imposing their own view. This is also the time to comment on/ give any suggestions about changes in process or participation eg the need to have norms on mobile phones/people not interrupting each other.</p> <p>There could be a slot here for norm setting - it will be more useful and participatory at this stage than doing this at the beginning. Unless people are really very undisciplined.</p> <p>But good facilitation from the back means that there should be little for the facilitator to add. Briefly summarise the action conclusions, comparing these to the checklist and experience examples from Uganda below, or previous exercises from their own experience.</p>



## Vision Journey: Some issues from experience

As with all GALS tools, it is important to start simple and help participants develop their own confidence in analysis. People must feel they own this first vision journey as their own.

This first vision journey is often the first time people have thought much about planning for anything in the future. It is very important not to overload it with too many details. The degree of detail at this stage will depend very much on:

- the outcomes of the soulmate visioning exercise which provides the vision
- the degree to which this has developed people's drawing and participatory skills so that they can draw further detail
- the numbers of participants per facilitator and the level of previous experience they have with gender and/or participatory methods.





## Vision Journey: Facilitation Checklist

At this stage facilitation should not be too directive, but focus on:

- **having fun and building confidence** of everyone to draw their own diagrams for themselves.
- **ensuring people understand the basic principles and steps** outlined above.

The main things to check are that people:

- are using two consecutive pages to give enough space and these come after the MLH framework
- are drawing in the right direction and the right way up - often people are sitting opposite each other and copying so they can get the drawing up-side-down
- have visions which are reasonably realistic
- understand the difference between the vision and current circles
- have at least 10 opportunities and challenges by the end of the plenary
- have the one year target circle, the right number of milestones with enough space in-between to put the action steps they need to take.
- **people come away inspired with dreams of the future, but with a realistic target and with some immediate action steps**

Then indicate what they can do as homework - including peer learning and support. Probably starting with their families and children. This is particularly the case when participants cannot read and write and/or have little experience in drawing - BUT NO ONE SHOULD DRAW FOR THEM AT HOME AND THIS SHOULD BE CHECKED NEXT TIME. WITH A BIT OF PRACTICE EVERYONE CAN DO IT. The initial personal journeys are then made more rigorous as a planning and assessment tool in Session 6 The individual multilane highway and Mother Road which builds on all the final versions of the tools in people's diaries.



## Vision Journey: Documentation Checklist

These first visions do not need to be quantified. This will be tracked later on the Multilane Highways in the Community Action Learning process.

Review your notes from Session 1 and note which issues you have managed to resolve and which challenges are remaining, and how you might address them in the next session. In particular which gender issues are emerging? Which things could you further emphasise based on what people are already saying? Which gender issues are being omitted? eg women's ownership of assets in the vision. How do you think you could introduce that discussion in the following session based on what people are saying? contradictions in what is being said?