



HAPPY FAMILY HAPPY COFFEE



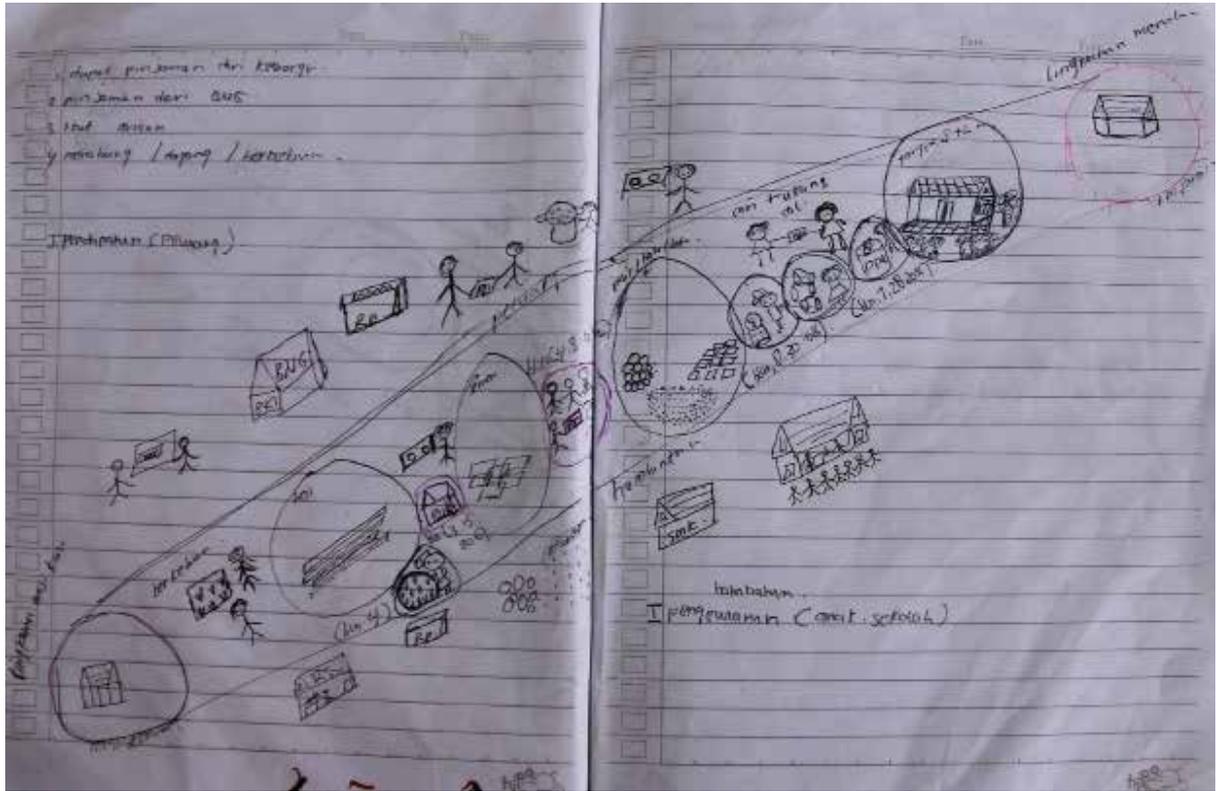
Tool 2: Vision Journey

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Indonesia Toolkit for
Empowering Women, Youth and Men
to Sustainably Implement
Good Coffee Practices



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Vision Journey : basic narrative

Coffee is a means to an end - improving coffee gives in creased income to use to achieve our broader visions for ourselves and our families.

In this session we learn a planning tool - called a Vision Journey - that has helped many farmers (women and youth as well as men) already to achieve parts of their vision using money from coffee and other activities - higher education for children, better houses, buying land, setting up new businesses and buying cars (that women as well as men can drive).

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.

For this first vision journey, you should start with something very concrete and simple. 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 a specific timeframe and with significant progress in one year.

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



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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

The tool establishes basic planning principles that are later built on in more advanced business training, reinforces the idea of improved coffee as an important contribution to achieving a broader vision. The same principles are then taken further and in more detail in the Coffee Vision Calendar.

Aims for participants

- introduce basic planning principles and steps
- reinforce ideas of visioning, and the importance of coffee in achieving the vision
- introduces the importance of setting 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.

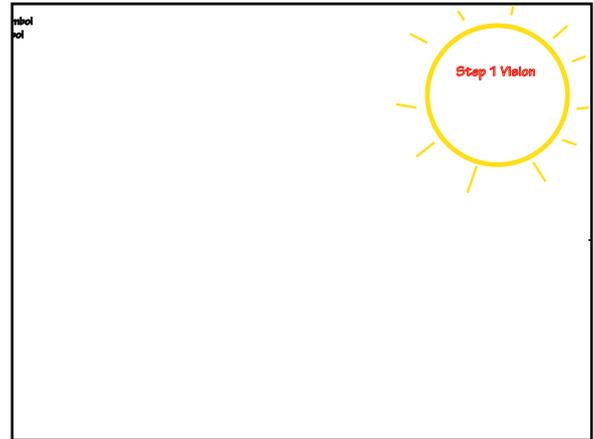
Aims for companies

- increase understanding of and respect for people's wider 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, youth and men from different backgrounds and as individual people.
- improve participatory skills of staff and communication with women and men farmers with whom they work.



Step 1 first circle – future

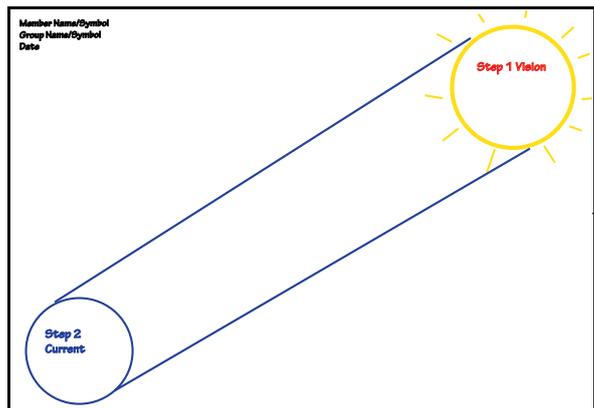
Draw a large circle at the top right hand corner of your page. This represents the future. It is a large circle at the top because it is like a sun and you are reaching for the sky. It is the vision which will inspire you to pick yourself up, and continue to move forward if you fall and stumble on the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



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.

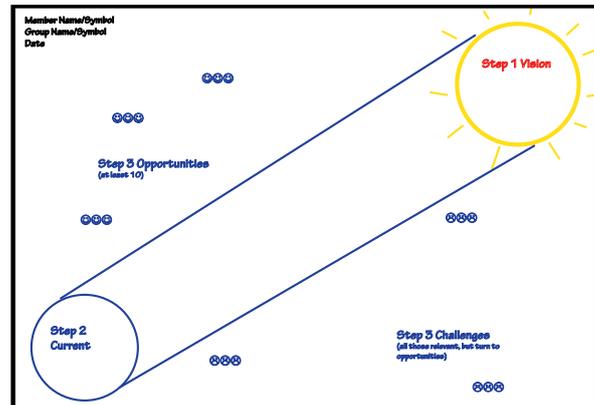


In the bottom circle draw how your current starting situation is for the thing in your vision eg if the vision is a house, how is your house now.

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 as many of these as possible in order to avoid them. If challenges are many then try to identify corresponding opportunities that can help you address them eg mosquito nets for malaria.

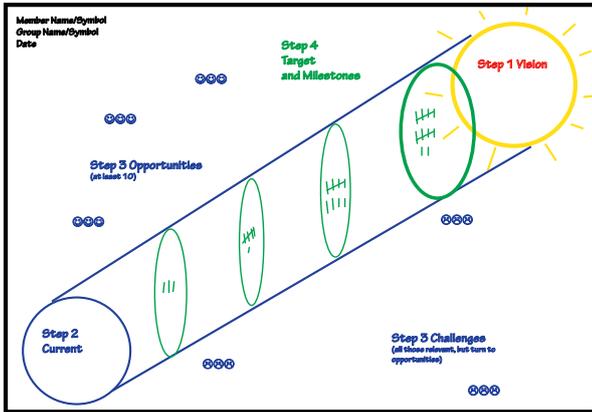


The things which are most under your control nearest the road. The things which you cannot control go furthest from the road.

Vision Journey

Key steps

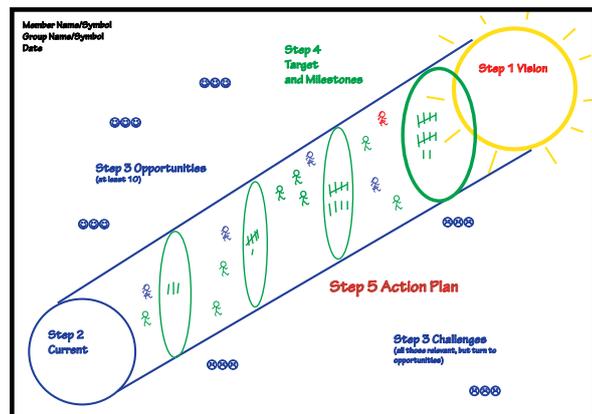
This Vision Journey is drawn on the next double page after your Vision. Remember to put the date in the top left hand corner.



Step 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

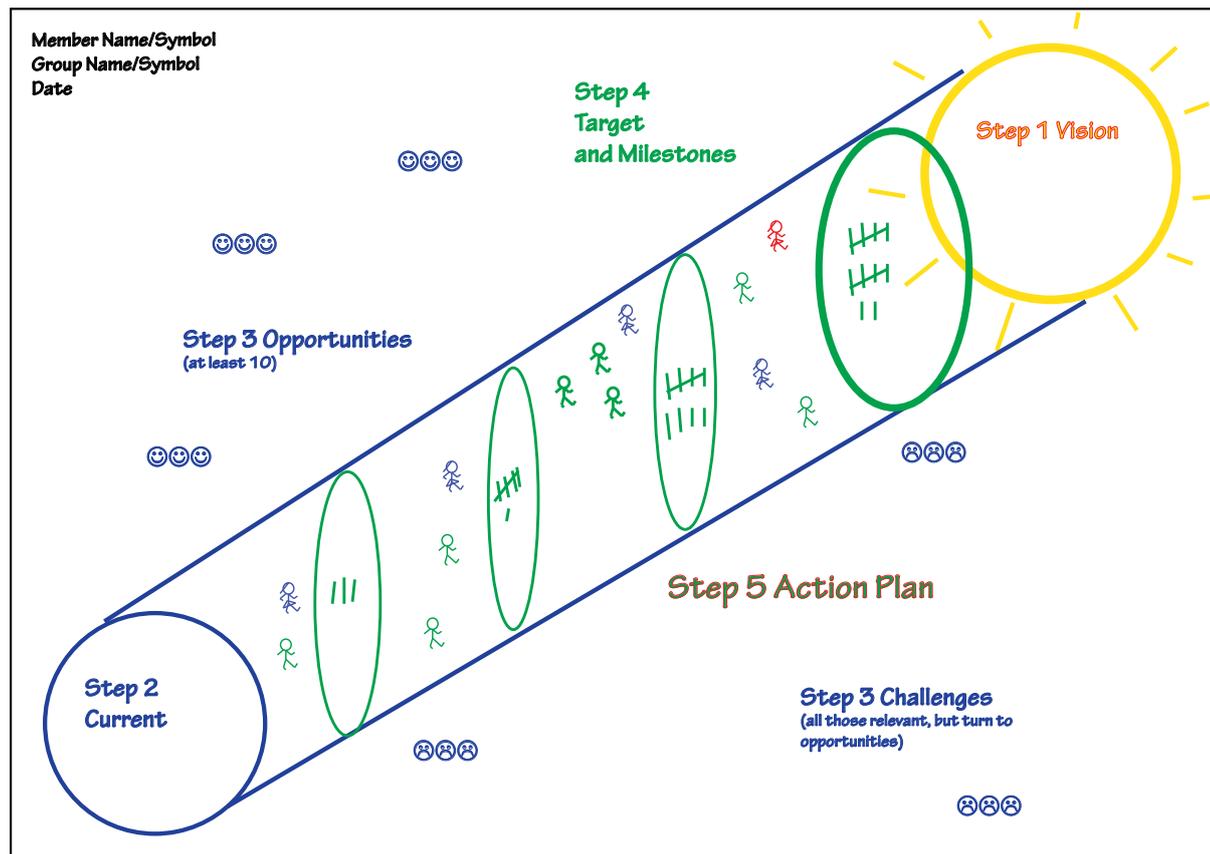
Now you are ready to fill in your milestones - in each circle you put in how far you need to get each time.

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

Vision Journey Key steps

Monitoring

Farmers will track their progress in implementation by circling the green fruits with red.





Facilitation overview

<p>Participant preparation</p>	<ul style="list-style-type: none"> • 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. • Song from Session 1 homework
<p>Facilitator preparation</p>	<ul style="list-style-type: none"> • Familiarise yourself with the tool and draw your own Vision Journey • Prepare an introductory explanation • Read Guidelines for Interactive Tool presentation in Facilitation Guide. • 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. • 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. • Seat yourself now to the side, not at the front.
<p>Materials/prepared inputs</p>	<ul style="list-style-type: none"> • Notebook diaries with coloured pens. • 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>	<ul style="list-style-type: none"> • Pairwise introduction - discussion of what participants learned in the previous session, experience of sharing at home and progress on the song (15 minutes see Facilitation Guide). • Plenary feedback focusing particularly on any need for clarification (15 minutes) • Welcome back and brief overview of session (5 minutes). • Interactive presentation and individual drawing of the Vision Journey in notebook diaries. (1 hour). • Facilitator wrap up including homework (15 minutes) • Recap on steps for pictorial manual at the back of the notebooks (15 minutes) • Finishing song (5 minutes)
<p>Outputs</p>	<p>Individual Vision Journeys with milestones and actions for the next 12 months in notebook diaries. These are then tracked over time.</p>
<p>Homework for participants</p>	<ul style="list-style-type: none"> • To complete their vision journey, building on the inputs from others • To share what they have learned and the Vision Journey Tool with at least 2 people before the next meeting • To bring their Notebook Diary and coloured pens to the next meeting • To develop a Vision Journey song with their friends
<p>Homework for facilitator</p>	<ul style="list-style-type: none"> • Transfer any information to an Excel Monitoring Sheet for any 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.

<p>Brief introduction</p> <p>5 minutes.</p>	<p>Once the feedback from the pairwise exercise has finished, the facilitator should give a brief explanation of the Vision Journey as indicated in the narrative above. Stress that although this tool still uses mostly drawings, it will be a serious plan where numbers and financial calculations are added. And many farmers worldwide have already used and benefitted - building beautiful houses, saving to send children to university and setting up successful businesses.</p>
<p>Interactive Tool presentation and individual drawing</p> <p>1 hour.</p>	<p>People draw individually but it is good for them to 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. It is best that those who have initial difficulties can encourage each other rather than feeling dominated. Also that 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. VERY IMPORTANT - EVERYONE MUST DRAW EVERYTHING FOR THEMSELVES. NO ONE SHOULD EVER TOUCH THE PEN FOR ANYONE ELSE. 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>Sit at the side and go through the basic steps - step by step - interactively, Invite people to come up and draw each step of the framework. People draw the framework and their own plan in individual notebook diaries.</p> <p>Invite suggestions on examples at each stage but it is best not to draw specific symbols because then people will just copy those - like good children - not think for themselves like adults. Then they will not have anything they themselves can take seriously as and implement as their own plan. 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 and discussing with others who are at the same understanding level. 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 opportunities and challenges as possible.</p> <p>Key points which may need continually emphasising are:</p> <ul style="list-style-type: none"> • the importance of doing a serious plan that they will really implement. They should put all cash amounts and calculations and make sure these make sense. Or they won't succeed. Participants are adults. So they should do a plan like adults. A children's simple drawing is not enough. Push them to put as much detail as possible. • the importance of identifying as many opportunities and challenges as possible - particularly ones over which they may have some control. That deep reflection and brainstorming will really help people advance. It may be very useful to discuss with neighbours on this. • the need to separate out the milestone targets from the actions needed to attain them. That is important for future tracking and monitoring - it is the actions that people can control, not necessarily whether they fulfil the targets. They will track which actions are successful and which are not, and revise their targets accordingly.
<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 and/or youth issues elements which have not come up - without imposing their own view. As well as correcting any misunderstandings on coffee.</p>



Facilitation details



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:

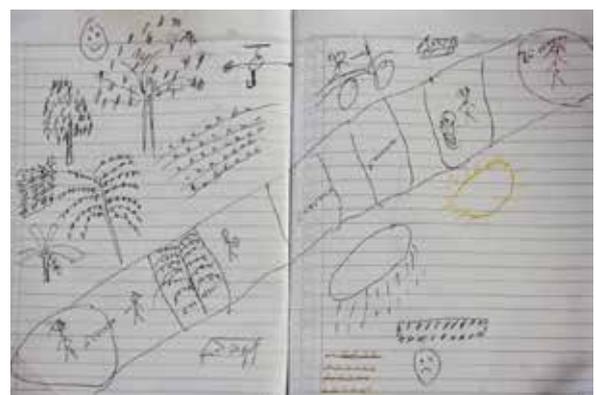
- the outcomes of the soulmate visioning exercise which provides the vision
- how seriously the participants take the exercise - this depends also how serious the facilitator themselves are. Even people who have never held a pen before can use their brain and do a plan with simple calculations. People who have formal schooling can do plans as detailed as are done with cash flow charts etc but related to a vision ad with SWOT analysis.
- 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.

.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.

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.

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.

Some Vision Journeys from Semendo farmer notebook diaries,



Vision Journey: Facilitation Checklist



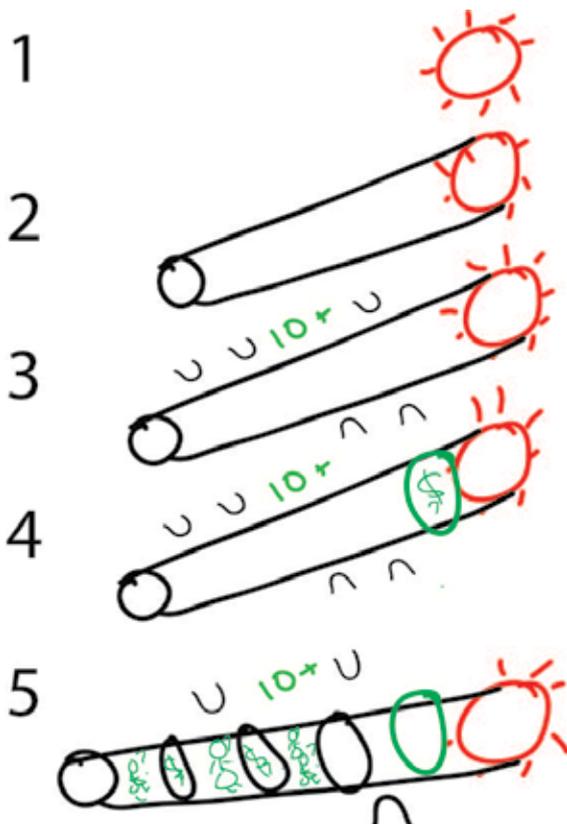
At this stage facilitation should not be too directive, but focus on:

- **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
- are still putting on people, and considering gender issues: who owns what and who contributes what.
- have at least 10 opportunities and challenges by the end of the plenary
- have detailed cash amounts and calculations for a serious plan.
- 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 Tool 6 Multilane Household Vision Plan (See below).



At some point either at the end of Session 2, or during the Village Meeting, participants should draw the basic steps in simplified form at the back of their Notebook Diaries. Looking something very like the diagram on the left.