



Fast Forward Bold Vision Exercise

In today's always-on, never-done workplace, it's easy to lose sight of what is most important. We often focus on what's urgent and the safest route instead of what will actually drive impact.

This exercise will help you think big and accomplish more of what's important to you – professionally and personally. Creating a Bold Vision for your career and life provides inspiration and focus for the year ahead. Share it with people who will hold you accountable and help you make it a reality.

Fast Forward one year from today — what does success look like?

Directions

- › Use these 7 questions to create your Bold Vision.
- › Consider why each outcome is important to you.
- › Be vivid and specific.
- › Write as if it's already happened.

1

What are you known for?

Ex: I am known as a results-driven manager who cares about people, I'm known for being present and patient, I'm known for being positive.

2

What were your business outcomes? Use key metrics where relevant.

Ex: I hit 105% of my quote and feel proud, We grew customer sentiment by 5%, I was promoted to VP, I expanded my professional network by forging relationships with 2 mentors and 3 new industry contacts.

3

Describe the culture of your team/company.

Ex: It is safe to make mistakes and fail, Diverse perspectives are encouraged, We use evenings and weekends to refuel.

4

How did you grow and improve?

Ex: I am delegating tasks at work and home, I am confidently expressing my POV regardless of the audience, I am resilient and bounce back quickly from setbacks.

5

What were your personal outcomes?

Ex: My finances are organized – I have a will and feel secure, I feel healthy and sleep 7-8 hours per night, I restarted a meaningful hobby and am practicing weekly.

6

What is your outlook on life?

Ex: I am grateful, Each day I appreciate what is working in my life, Life is an adventure.

7

Describe the quality of important relationships (yourself, professional, personal).

Ex: I have a productive working relationship with my manager/colleague, I am in a meaningful relationship, I'm close with my brother, I feel proud of where I am in life.

Manager Sample Vision

I'm proud of the positive changes I made in my life this year – both professionally and personally. I feel confident and fulfilled. I was promoted at the beginning of the year and have expanded my scope by being a key liaison to the product team. Our team held revenue flat to 2021 which was a major win. We deepened relationships with key stakeholders at Exeter Trading, Armstrong and VideoStop. These clients have each given feedback that we understand their business and they appreciate our recommendations and data insights. We grew our overall client satisfaction score by 5 points. Given the new org support structure we've also been able to reduce cost of sale by 5%.

LEADERSHIP

In my new cross-functional role, I am known as a leader who helps people grow and is adept at bridging the divide between the sales and product teams. One of my key strengths is developing meaningful relationships with colleagues and clients and I've really leaned into this. I am known for being patient and positive at work – and at home. I am preparing a minimum of 15 minutes for key internal and external meetings so I feel more confident and organized. People are giving me feedback that I am easy to work with and enhancing their ability to do their jobs. I was asked to speak at 2 client/industry functions. Even though I felt uncomfortable – as I had never done a panel before, I now feel confident doing this.

In my new cross-functional role, I am known as a leader who helps people grow and is adept at bridging the divide between the sales and product teams.

My team feels heard and supported to be successful professionally and personally. People feel safe to debate, give feedback and make mistakes. When they come to me with questions, I can see I've improved my coaching by listening and asking questions vs. telling people what to do. We eliminated weekend email and people have an opportunity to refuel. Our engagement scores increased by 10 points on top 3 metrics that were pain points the last two years. On a broader scale, 80% of our new hires in the org were people of color and people of color feel they are treated equally and they belong. I feel proud that I've played a vocal part in making this a reality.

Our engagement scores increased by 10 points on top 3 metrics that were pain points the last two years.

One of the best parts of the year has been forming a stronger relationship with my boss Ann Marie. I get on her calendar for weekly 1:1's and she has a real understanding and appreciation for the value I add to the business. Seeing her more often has made it much easier to talk to get coaching on roadblocks. We have lunch once a quarter and know each other as human beings. I'm also proud of the productive working relationship I've built with Ahmed.

CULTURE

Our teams are now handling conflict real time vs. escalating to us. I really enjoyed the work I did mentoring more junior employees. I sponsored two people in my department who expressed interest in learning more about product marketing, and I had monthly coffee meetings with two junior employees to help them navigate the organization and their careers.

Our teams are now handling conflict real time vs. escalating to us.

I am delegating work that is not a good use of time and am laser focused on the biggest priorities – saying “no” more often and feeling ok about doing it. This has given me more time with my family, which is critical now that Sam and I are parents of two under two. Caleb is adjusting well to his role as a big-brother, and is keeping us curious and laughing. Sam and I have maintained a weekly date night and are tech-free 5 nights a week so that we stay connected. In second half, we took one weekend per quarter to stay in a hotel for a romantic getaway.

PERSONAL

I am running or hiking 3 times a week and enjoy being outdoors – it gives me energy and it has also helped me stay connected to friends as I often run or hike with them. I am sleeping 7 hours a night by making sure I go to sleep by 10:30. I feel good and look good – eating healthy (no sugar or alcohol during the week). I prioritized connecting with 3 close friends from college and childhood and make sure we are catching up quarterly. While my parents and siblings are still in California, I speak to them weekly over email, text and FaceTime. I feel closer to my brother after being surface-level and distracted in our relationship over the last two years. I am grateful for my family’s health and financial security. I organized my own finances and feel secure about the next 3 years, paying off debt and saving responsibly. I am happy, optimistic and feel grateful.

I organized my own finances and feel secure about the next 3 years.

Individual Contributor Sample Vision

When I wake up in the morning, I feel motivated and refreshed. I enjoy every day, even through all the wins and losses, because I am confident in my strengths — building relationships and adding structure to chaos. I know I will continue to grow through the planned sales trainings and mentor sessions with Ben every month. Moreover, I really love what I do and feel I am making a difference in the lives of my clients by helping them grow their businesses. I bring great value to our company as a whole, I can see that I am making an impact here. I am optimistic about the opportunities that are in store.

I really love what I do and feel I am making a difference in the lives of my clients by helping them grow their businesses.

BUSINESS

I exceeded my quota by 20%, by investing in key relationships at Client Red, Blue and Green. I showed up as empathetic and was a true partner in helping them navigate this year's unique challenges — they came to me for advice and solutions.

My rigor round meeting preparation and laser-focused intent on the customer's needs helped me close \$750K in new business and grow existing accounts by 35% YoY. I made it a point to have a weekly touchpoint with each of my clients, which helped me better understand what's important to them.

One notable success this year was my work with YCorp, where I created a joint business vision and plan with the client to drive their business objectives. YCorp called out our partnership in an industry trade article, declaring that the launch of their latest product had been their most successful launch to date, largely due to our partnership. The CEO thanked us personally for the support we had given his team.

My rigor round meeting preparation and laser-focused intent on the customer's needs helped me close \$750K in new business.

My relationship with my manager grew throughout the year, as we developed an open and collaborative approach to working together. We now enjoy honest, upfront communication, and regularly bounce ideas off each other when devising vertical strategy and overcoming obstacles on our team's path to continued success.

I respect her skills, especially her ability to identify the client's unmet needs, and am learning to incorporate this into my own strategic thinking. With her support and guidance, my performance has improved – I made it a habit to prepare for our 1:1s with structure and intention. This allowed us to focus our time together on where I needed her coaching the most. I am regularly exceeding the high expectations of my role and enjoy positive annual review feedback.

CULTURE

I have taken a couple of junior AEs under my wing, and am informally mentoring them. This brings me great joy and fulfillment, as I can share in their success. I am happy to report that one of them got promoted within the last 3 months. The culture on our team is collaborative and open. We share in each other's successes and help each other overcome setbacks. We know about each other's lives outside of work, and spend social time together outside of work-specific meetings once a month. We challenge each other and share best practices, learnings, industry news, and contacts.

The culture on our team is collaborative and open. We share in each other's successes and help each other overcome setbacks.

PERSONAL

On a personal level, I have enjoyed one of the best years of my life to date. I married my best friend in an intimate ceremony over the summer, and we had an amazing "for-now" honeymoon in a lakeside cabin. My health has never been better: I have adapted my gym routine to a home practice and have been exercising 2-3x every week. I can see the improvement, and I can feel the improvement in terms of my fitness, well-being, state of mind.

My older brother, who only sees me a couple of times a year, had always enjoyed teasing me about my weight whenever we were reunited. He was amazed by the difference at our last catch-up. Where previously I always made excuses to avoid keeping fit, now I look forward to the workout.

I have adapted my gym routine to a home practice and have been exercising 2-3x every week.

This was also the year I got my finances in order. Lane and I created a financial plan together, seeking out external help where needed. We feel optimistic about our financial future! We both contributed \$10K to our (401)k plans this year, created wills, and figured out budgets that let us enjoy doing what we love and be financially responsible. My relationships remain very important to me, and I create time

to nurture and develop my friendships and family connections. I schedule calls on Sundays and Tuesdays with out-of-state friends and meet with local friends monthly. These connections have brought me a renewed sense of community and appreciation for the people in my life.

I now call my parents weekly to chat. I realized this year that I don't have to wait until I have something newsworthy to discuss – they are both just happy to hear from me! I appreciate their wisdom, love and undying support. I'm excited for the year ahead – bring it on!

I'm excited for the year ahead – bring it on!

About Fast Forward Group

At Fast Forward, we believe when people are living their best life, they do their best work. Our training and coaching gives people a proven approach to think big, manage stress, and achieve success and fulfillment in their whole lives.

Innovative companies of all sizes, including TikTok, Facebook, Google and JPMorgan Chase, use Fast Forward to transform culture, uplevel talent, and accelerate business growth.

Learn More

Join our next Bold Vision Intro Workshop:
fastforwardgroup.net/intro

Interested in bringing Fast Forward to your team?
Contact Davis Walker at davis@fastforwardgroup.net

Follow our founders on LinkedIn:
[Lisa McCarthy](#)
[Wendy Leshgold](#)