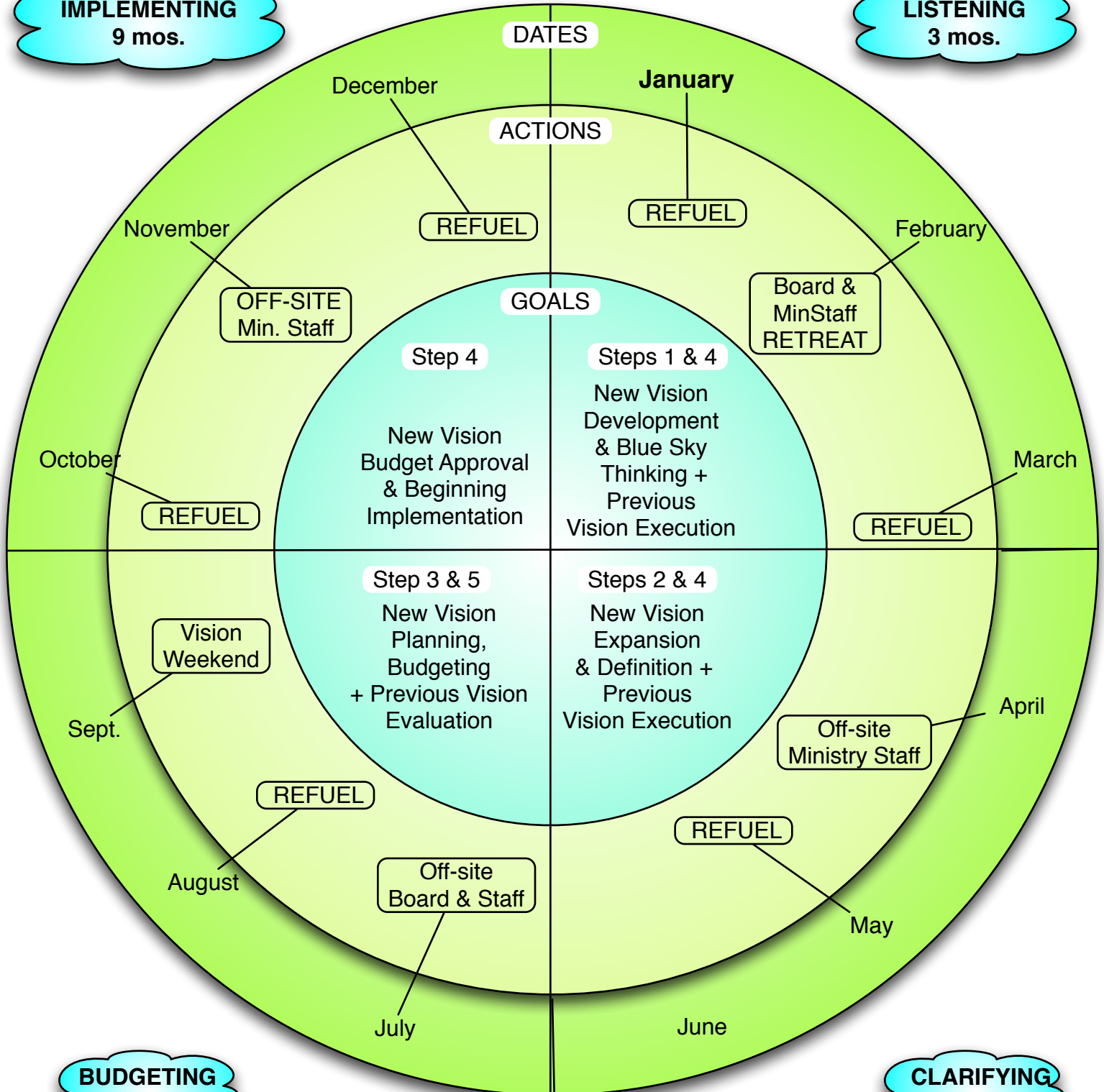


The Visioneering Cycle

21-month vision & budget planning

IMPLEMENTING
9 mos.

LISTENING
3 mos.



BUDGETING
3 mos.

CLARIFYING
3 mos.