

Step 1

Think about the growth of your company today

In unit 1, "what growth means to you" you have already begun to create a future vision for your company and the difference you wish to make. Our personal growth guide begins to look at the potential for company for the growth, so before you begin, it will be beneficial to place your mind into your current situation. You can draw on your answers in unit 1. By creating a picture of this, you'll be able to translate the ideas and suggestions from the guide into

circumstances that are really relevant to you. Below are some questions to help with creating your picture, acting as a good starting point for understanding where you are currently as a starting point for you level 1 journey.

What is your company's purpose, why does your customer need your product or service?

How do you view growth over the next 3 years?

What is the current customer connection that brings you confidence that growth is needed?

What answers are you looking for in level 1 of your journey?

What is the impact you wish to have?

Why grow now? Why more?

What are the issues that bring you concern, what blocks your growth?



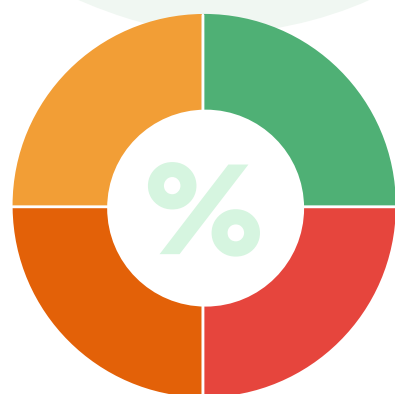
Wyseway personal guide | your notes

Step 2

Explore your key growth drivers and build the strength of your Powerball

Companies driven by purpose build a stronger platform for growth, enabling you to enjoy a more seamless growth journey and to reach a higher level of success. Growth is a natural consequence of being aligned on purpose. When you align the 4 key growth drivers of your Powerball, growth will follow.

The objective of reviewing the Powerball is to begin to understand the results that have been created from your questionnaire answers and connect them to your personal situation.



You now know your % alignment score — you can find it on the “Your Wyseway questionnaire results” page, which is a representation of the current strength of your Powerball through a combination of the most important things coming together; your purpose, your team, the way you work and your connection to the customer. The greater the alignment of these 4 pillars, the greater the impact that you have and therefore, the power of the legacy you’re leaving in the eyes of the customer and the community your company serves. Add your percentage to the Powerball here if it helps for quick reference.

In the guide, you’ll see that each of the key drivers are rated red, amber, yellow or green, and have their own section, which includes an explanation of why mis-alignment happens, what does alignment bring to your organisation and to you, and some thoughts on how to translate this feedback into your company.

Begin by reading the Key drivers section (section 1 of your guide) from red through to green - it might be helpful to add your own notes into the table below to make it really personal to your situation. For example, things that you recognise as strengths in your company or where you can straight away see how misalignment could be or might be about to occur.

Your results		Aligned	Misaligned
Add the colour from your questionnaire results next to each of the pillars.		Comments/observations as you translate the thoughts, ideas and suggestions into your company	Comments/observations as you translate the thoughts, ideas and suggestions into your company
Purpose			
Team			
Business			
Customer			

At the end of each key growth driver section, there are questions to consider for yourself; have a think about which of them are important to your situation and how they might link into your responses to step 1 at the beginning of this document. Allow yourself to recognise what you already do and what you can do more of.

From here can become the beginnings of under-standing the potential strength you do have, and what you may want to consider doing now (faster, smarter, quicker!) to create a more seamless journey for growth – one that paves the way to becoming an even more purpose-led, driven company.

Step 3
Explore your capabilities as the elements that will support growth

Every company needs certain functions and processes if they want to operate successfully. They are often called ‘operational capabilities’ -

There are lots of these capabilities, we focus on three that will have the biggest impact for the growth of your company; Your organisational structure, your value creation process, and Your decision making process. Companies that align these to the growth phase will maximise their growth opportunities, supporting a more seamless and efficient future growth journey.

When you start looking through your capabilities results section (section 2 of your guide), you’ll see your current and next growth phase along with a description of each – it might help to add them and any notes into the table below for quick reference as you continue to read on. There could be elements of both phases that you feel ring true for you or maybe you fall somewhere in between, this is absolutely fine. It’s not always as clean cut as it is written but it will hopefully give you an indication of what phase is mostly relevant to you.

The objective of reviewing your company’s capabilities is to discover which elements are aligned and which are misaligned and to understand how strong your support structure is for growth. Knowing your starting point is important when deciding how you will grow forward.

Current growth phase	Next growth phase
Thoughts	

After this, we move into each of the capabilities that support growth and whether they are aligned in order to enhance your current growth phase and propel you towards your next one.

The guide explains what the current situation is, what it should feel like in your phase of growth and why this is important. As you read it through, you might want to note your thoughts in the table below to help translate it into your company and to help you understand whether you are maximising the current situation, or your support elements are misaligned.

Of course, our businesses are all individual, however, patterns of growth are not. We focus on known growth patterns and alignments to begin to support your understanding of why sometimes things don't run as smoothly as we would like, and frustrations can occur

At the end of each capability section there are some questions for you to consider that will help you shape and think about what to do next to support a more seamless business growth.

	Aligned As you read through the report and the suggestions, as you translate these into your company, note here how alignment could be supporting your seamless growth journey	Misaligned As you read through the report and the suggestions, as you translate these into your company, note here how misalignment could be blocking or slowing down your growth journey
Organisational structure		
Value creation process		
Decision-making		