



Visualizing Change®

The Grove offers consulting services, design services, workshops and do-it-yourself tools to enable organizations, teams and individuals to visualize and implement change. Adaptable and highly visual, our services and tools have helped the California Academy of Sciences, HP, Nike, Visa, the U.S. Department of Education and other noteworthy organizations achieve measurable results.

Based on more than thirty years of experience in organizational consulting, these services and tools provide an integrated, creative approach to the perennial challenges of motivating people and organizations to understand, engage and mobilize around a vision.

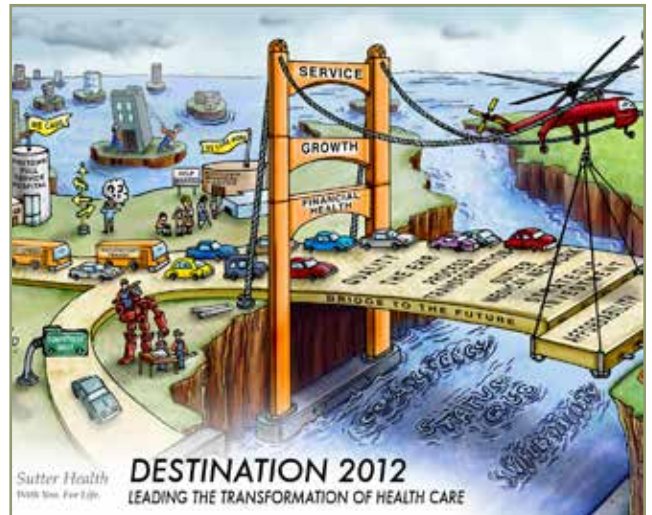
To learn more about our services, workshops or products, please contact us.

+1.415.561.2500

1.800.49.GROVE within the Continental U.S.

9 a.m. – 5 p.m., U.S. Pacific Time

Monday through Friday



Grove Services

MEETING FACILITATION

Creativity, efficiency, alignment and follow-through are critical for today's face-to-face and virtual meetings. Skilled meeting facilitation—and the tools that support it—makes all the difference. A sampling of Grove services in this area includes:

- Agenda Design
- Process Facilitation
- Graphic Recording
- Documentation and Media Design
- Leadership Coaching



TEAM DEVELOPMENT

Team performance drives productive organizations. In rapidly changing, resource-challenged times, investment in creating and sustaining high-performing teams is essential. Grove team development services include:

- Team Startup Sessions
- Team Improvement Sessions
- Team Performance Training Programs
- Leadership Consulting
- Licensing & Certification



ORGANIZATION CHANGE

Leaders and managers need clear visions, strategies and action plans to motivate and align their organization. Our approach uses big-picture planning templates and Storymaps® to transform traditional change management into engaging and fun processes:

- Agile Planning and Visioning
- Grove Storymaps® and Strategic Rollouts
- Organizational Communications
- Digital Graphic Movies
- Change Team Facilitation
- Leadership Development



Grove Tools

We offer a broad range of visually based print and digital products or “tools” designed specifically to help organizations, teams and individuals successfully envision and implement innovation and change. Being in the business of helping clients navigate change, we’ve gained considerable insight into what tools and processes work best. Our catalog of products is divided into these three categories:



VISUAL PLANNING

Here you'll find The Grove's award-winning Visual Planning Systems™—toolsets that guide groups and individuals through processes of reflection, direction-setting and planning. For organizations or teams, we recommend Strategic Visioning, a toolset that consists of our signature Graphic Guide® templates, associated learning materials and digital products. At the individual level, our Compass workbooks provide engaging visual systems for personal planning.



TEAM PERFORMANCE

The Grove features products from the acclaimed Drexler/Sibbet/Forrester Team Performance™ System. Developed over the course of 30 years, the system includes a widely used suite of tools designed to support organizations with a framework for team development. Our TPS products all key off of the Drexler/Sibbet Team Performance Model® and include assessment materials, practice guides and other team supports.



MEETING FACILITATION & SUPPLIES

Facilitating people to work together effectively is one of the biggest challenges in today's organizations. The Grove has produced a set of facilitation tools packed with illustrated principles and best practices that help leaders and managers get the best out of their people. Plus, we offer top-of-the-line supplies to make it a whole lot easier!



Strategic Visioning

Strategic Visioning is the name of The Grove Visual Planning System (VPS) that focuses on strategic planning. It uses large visual templates, called Graphic Guides, to create wall-sized, panoramic representations of an organization’s environment, current situation, vision of a desired future state and the action plans needed to implement the strategic vision. These are combined with the best strategy and facilitation practices to provide a productive process that involves all critical stakeholders. This VPS is used when a team, division, or entire organization requires a new sense of direction, or needs to reach alignment on critical priorities during challenging times.

Learn about Strategic Visioning in a Grove workshop. See page 34 for more information.

Our kits on the following pages will help you get started, or if you choose to use our Graphic Guides in an à-la-carte fashion, see the matrix below for guidance.

	Meeting Planning	Current Environment	Future Planning	Action Planning
Meeting Startup—Meeting Room	• (page 11)			
Meeting Startup—River Rafting	• (page 11)			
Meeting Startup—Treasure Map	• (page 11)			
Graphic History		• (page 11)		
Context Map		• (page 12)		
Industry Structure Map		• (page 12)		
Investment Portfolio		• (page 12)		
SPOT Matrix		• (page 12)		
Stakeholder Map		• (page 13)		
Waves of Innovation		• (page 13)		
Big Waves Vision			• (page 13)	
Cover Story Vision			• (page 13)	
In The Movies Vision			• (page 14)	
Journey Vision			• (page 14)	
Mandala Vision			• (page 14)	
Five Bold Steps				• (page 14)
Graphic Gameplan				• (page 15)
Graphic Roadmap				• (page 15)
Organizational Processes				• (page 15)
Value Proposition				• (page 15)

STRATEGIC VISIONING

Planning and Startup Kits

Strategic Visioning Agenda Planning Kit

Our Strategic Visioning Agenda Planning Kit was designed to help you apply our Strategic Visioning Visual Planning System to your most pressing organizational-planning challenges. The information in this kit is based on our experience guiding organizations large and small through periods of change.

This card-based system provides choices for designing a strategic-planning process and helps teams choose the right tools for use in virtual and/or face-to-face meetings. It references visual templates and guides that help leaders and teams reach alignment on critical strategies, and communicate these in ways that give everyone a clear line of sight to overall goals. The Grove's Strategic Visioning Agenda Planning Kit combines these key tools and provides leaders with an effective, flexible way to design one-day and two-day meetings, or a series of virtual meetings:



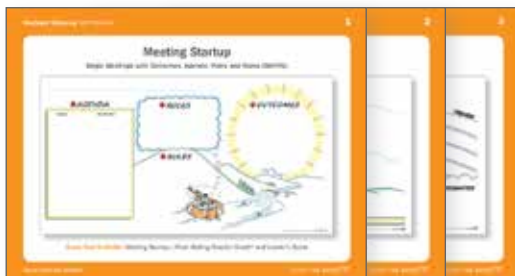
Strategic Visioning Process Outline

A comprehensive introduction to The Grove's Strategic Visioning process, describing the seven stages and illustrating the Graphic Guides used at each stage. 44 pages.



Agenda Card Deck

A set of cards containing time-block agendas for three different types of meetings—a one-day meeting, a two-day meeting and a series of virtual meetings—and references best practices for each type of session. 12 cards.



Best Practice Card Deck

A set of cards containing time-tested practices that use our Graphic Guide templates and other group-process activities. Each card provides a visual reference on one side, and benefits of the exercise, time requirements, steps involved and helpful tips on the other side. Simple instructions support your use of both card decks. 28 cards.

At approximately 6" x 8" in its re-sealable protective case, the Strategic Visioning Agenda Planning Kit fits easily into a bag or briefcase and can be used by individuals or groups on the wall or tabletop.

Kit Options:

Single Kit	VPSSV-7001	\$75
10-pack	VPSSV-7002	\$675
50-pack	VPSSV-7003	\$3,000

Planning and Startup Kits



Strategic Visioning Startup Kit

Using large-format templates and other visual tools, lead your team through a series of exercises intended to create an understanding of your current environment and a plan for your future.

The Strategic Visioning Startup Kit begins with the *Graphic History* to map the group's past. Next, use the *Context Map* to scan the current environment. Identify organizational realities with the *SPOT Matrix*. With the information from these sessions, have the group use the *Cover Story Vision* to imagine where it wants to be in five to ten years. By fleshing out the ideas that come through the *Cover Story Vision*, you can then consolidate your vision in the *Five Bold Steps*. Finally, create a plan for putting your vision into action with the *Graphic Gameplan*.

Kit Includes:

Six Graphic Guides and Leader's Guides:

- Graphic History (4' x 8')
- Context Map (4' x 8')
- SPOT Matrix (4' x 8')
- Cover Story Vision (4' x 8')
- Five Bold Steps (4' x 8')
- Graphic Gameplan (4' x 8')

Plus:

- 1 Strategic Visioning Agenda Planning Kit

Kit Options:		
Complete Kit	SVSK-1001	\$390
Refill of 6 Graphic Guides	SVGG-REFILL	\$235

(Complete Kit items \$483 if purchased separately.
Refill items \$294 if purchased separately.)

Planning and Startup Kits



Project Kick-Off Kit

By completing five Graphic Guides, the project team will be focused on the project's objectives, understand the current context and create an agreed-upon action plan.

Start the process with a *Meeting Startup* as a way to keep the group oriented to the process. Then, use the *Graphic History* as a foundation for the entire team's understanding of the project. Next, use the *Context Map* to illustrate external forces affecting the project. The *SPOT Matrix* can help you quickly gauge internal Strengths, Problems, Opportunities and Threats. Last, fill in the *Graphic Gameplan* to clarify deliverables, resources, challenges and key tasks.

Kit Includes:

- | | |
|--|-------------------------------------|
| Five Graphic Guides and Leader's Guides: | Plus: |
| —Meeting Startup—River Rafting (4' x 8') | 1 Set of 8 Charters markers |
| —Graphic History (4' x 8') | 5 Pads of large yellow sticky notes |
| —Context Map (4' x 8') | 1 Roll of tape |
| —SPOT Matrix (4' x 8') | |
| —Graphic Gameplan (4' x 8') | |

PKK-5002 **\$330** (\$415 if purchased separately.)



Project Debrief Kit

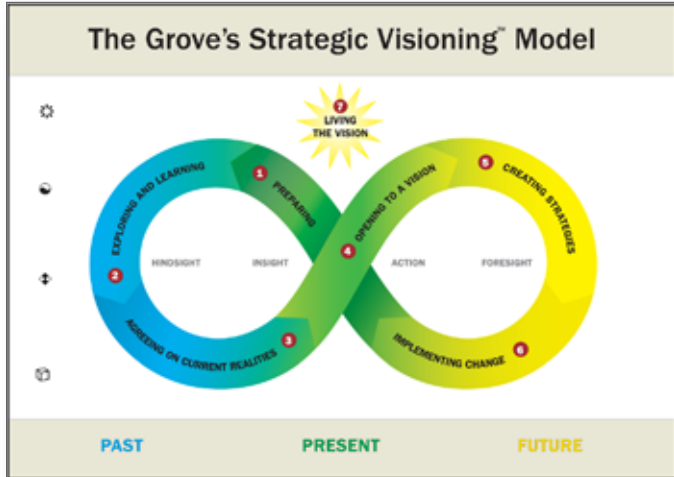
Our Project Debrief Kit uses Graphic Guide templates to help a project team distill key learnings and identify key phases and processes that can be implemented for its next project.

Begin the session with a *Meeting Startup* as a way to keep the group oriented to the process. Next, map out the project on a *Graphic History* by recording key events, challenges, breakthroughs and other relevant parts of the story. Then, draw out the key learnings, and identify guiding principles and success factors on the *Mandala Vision*. Finally, use the *SPOT Matrix* to group the positive and negative elements of the project and brainstorm opportunities for improvement.

Kit Includes:

- | | |
|--|-------------------------------------|
| Four Graphic Guides and Leader's Guides: | Plus: |
| —Meeting Startup—River Rafting (4' x 8') | 1 Set of 8 Charters markers |
| —Graphic History (4' x 8') | 5 Pads of large yellow sticky notes |
| —Mandala Vision (4' x 8') | 1 Roll of tape |
| —SPOT Matrix (4' x 8') | |

DBK-5003 **\$275** (\$347 if purchased separately.)

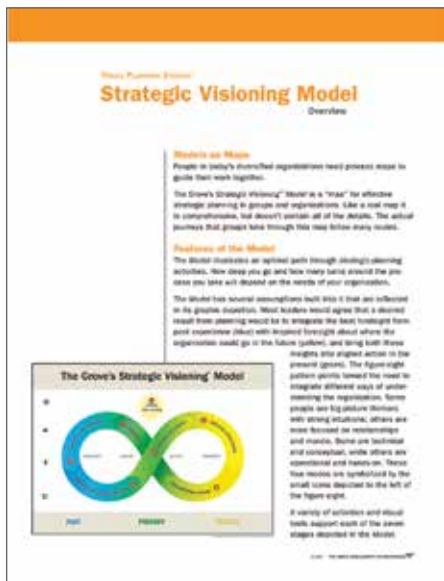


Strategic Visioning Model Poster

Use this graphic representation of the Strategic Visioning Model as a backdrop for your group's exercises. Having the Strategic Visioning Model Wall Poster at hand will help ensure that your organization remains grounded in this highly effective visual approach to strategic planning, decision-making, and large-scale organizational change.

Sizes:

Personal (11" x 17")	SVM-1000P	\$6
Small Wall (3' x 4.5')	SVM-1000SW	\$40
Wall (4' x 6')	SVM-1000	\$50
Personal 10 Pack (11" x 17")	SVM-1000PPK	\$54



Strategic Visioning Model Overview

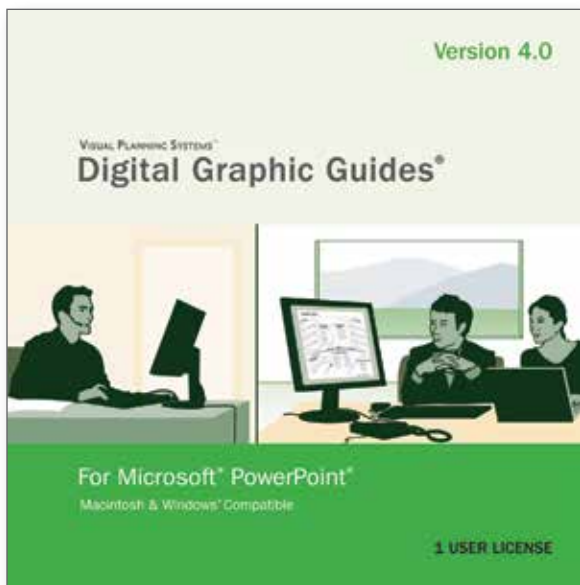
Familiarize yourself and your team with the Strategic Visioning Model using this succinct overview. The handout includes an overview, a comprehensive graphic depiction and simple descriptions of the seven stages of the Strategic Visioning process. 4 pages.

Options:

1 Print	SVA-4002	\$7
10 Pack	SVA-4003	\$63

 This item is also available for download from our online store: store.grovetools.com

Digital Graphic Guide Templates



Digital Graphic Guides® Ver. 4.0

For Online Communications

Capture and distribute all the output created in your meetings with The Grove's Digital Graphic Guides. Twenty of The Grove's Graphic Guide templates are reproduced in digital format, with backgrounds, icons, arrows and text fields separated into scalable digital elements. With this latest release, we have improved the overall graphic quality of the templates, enhanced the text fields, and increased the ability to move and scale images.

Use Digital Graphic Guides to:

1. Prepare for Meetings,
2. Run Virtual Meetings or Webinars,
3. Manage Projects,
4. Create Presentations,
5. Print Filled-in Templates up to 11" x 17"

The CD or digital download options contain Microsoft® PowerPoint® slides of the following Graphic Guides:

- Meeting Startup—River Rafting
- Meeting Startup—Meeting Room
- Meeting Startup—Treasure Map
- Graphic History
- Context Map
- Industry Structure Map
- SPOT Matrix
- Investment Portfolio
- Cover Story Vision
- In The Movies Vision
- Mandala Vision
- Journey Vision
- Big Waves Vision
- Five Bold Steps
- Graphic Gameplan
- Stakeholder Map
- Value Proposition Grid
- Organizational Processes
- Graphic Roadmap
- Waves of Innovation

System Requirements: PC: MS Windows Professional 2000 or higher, Office 2000 or higher, Macintosh: Mac OS 10.3 or higher, Office X (2001) or higher.

Note: Leader's Guides are sold separately. See page 16.

CD Options:		
1 User License	SVDGG-1011	\$399
5 User License	SVDGG-1011-5	\$1,395
10 User License	SVDGG-1011-10	\$2,394
25 User License	SVDGG-1011-25	\$4,985

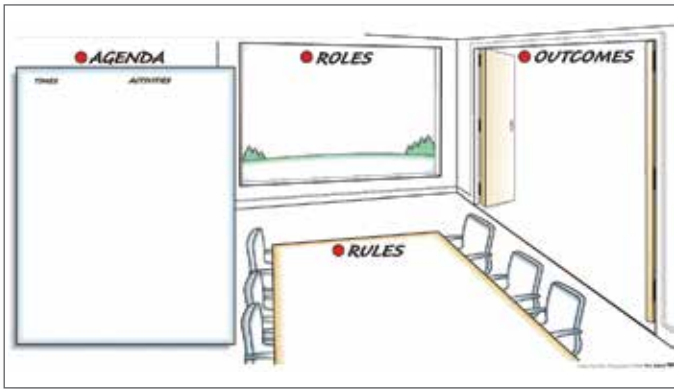
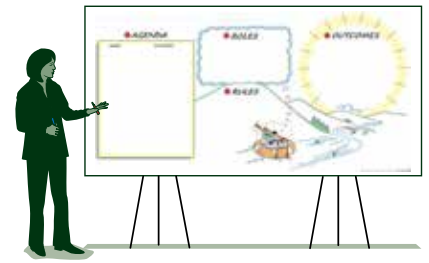


The same user license options are also available for download from our online store: store.grove.com

Call us at +1(415) 561-2500 to upgrade your 1 User License from V3.0 to V4.0 for \$100.

Graphic Guide Templates

Each of the Graphic Guides is designed to lead a group through a specific process to achieve tangible results. Working on large templates allows a group to focus attention, stimulate participation, see the big picture, gain alignment, achieve consensus and enhance group memory.



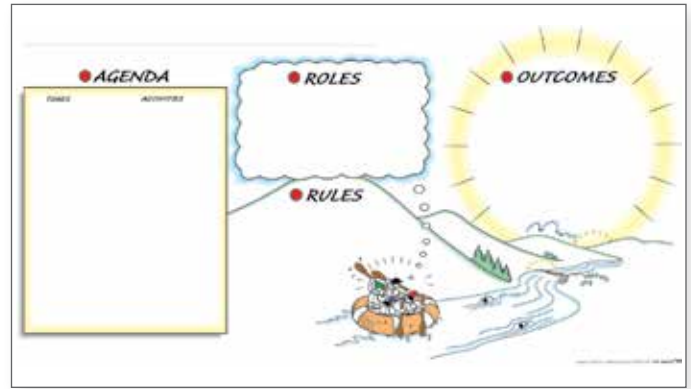
Meeting Startup—Meeting Room

For Starting Meetings Efficiently

Get down to business with this streamlined template. This back-to-basics approach emphasizes clarity and succinctness by portraying a real-world office setting everyone can understand, yet still providing space to be creative.

Sizes:

Wall (4' x 8')	GG-001a	\$49	Tabletop: 10 pack	TTGG-001apk	\$171
Wall: No Titles (4' x 8')	GG-001aNT	\$49	Personal (11" x 17")	PGG-001a	\$9
Small Wall (3' x 6')	SWG-001a	\$44	Personal: 10 pack	PGG-001apk	\$81
Small Group (2' x 4')	SJGG-001a	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-001a	\$19	Leader's Guide	LG-001	\$19



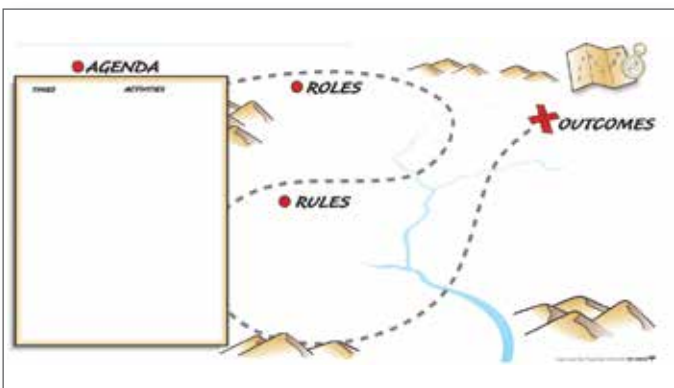
Meeting Startup—River Rafting

For Starting Meetings Efficiently

Use this best-selling Graphic Guide to clarify Outcomes, Agenda, Roles and Rules (OARRs) with your group to involve the participants and get your team off to a good start.

Sizes:

Wall (4' x 8')	GG-001	\$49	Tabletop: 10 pack	TTGG-001pk	\$171
Wall: No Titles (4' x 8')	GG-001NT	\$49	Personal (11" x 17")	PGG-001	\$9
Small Wall (3' x 6')	GG-001SW	\$44	Personal: 10 pack	PGG-001pk	\$81
Small Group (2' x 4')	GG-001SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-001	\$19	Leader's Guide	LG-001	\$19



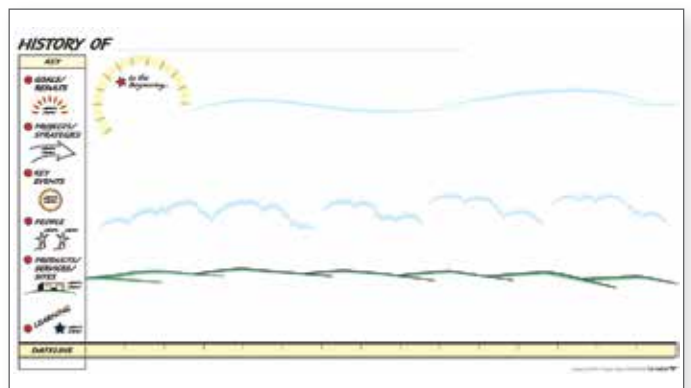
Meeting Startup—Treasure Map

For Starting Meetings Efficiently

Use the metaphor of a treasure hunt to kick off your next meeting. Participants can work together to find the hidden gold in the meeting.

Sizes:

Wall (4' x 8')	GG-001b	\$49	Tabletop: 10 pack	TTGG-001bpk	\$171
Wall: No titles (4' x 8')	GG-001bNT	\$49	Personal (11" x 17")	PGG-001b	\$9
Small Wall (3' x 6')	SWG-001b	\$44	Personal: 10 pack	PGG-001bpk	\$81
Small Group (2' x 4')	SJGG-001b	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-001b	\$19	Leader's Guide	LG-001	\$19



Graphic History

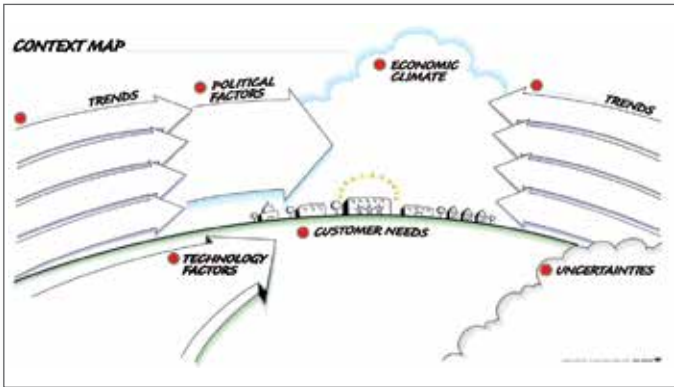
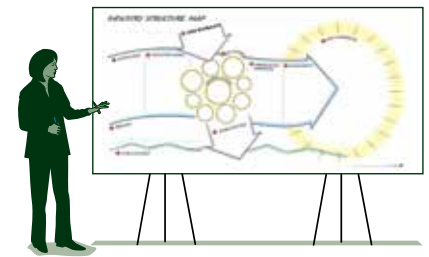
For Gathering Lessons from the Past

Use this best-selling Graphic Guide to track where an organization has been in order to define where it is headed. This is an excellent tool to bring a team together, orient new staff, and identify values and capabilities.

Sizes:

Wall (4' x 8')	GG-002	\$49	Tabletop (18" x 36")	TTGG-002	\$19
Wall: No titles (4' x 8')	GG-002NT	\$49	Tabletop: 10 pack	TTGG-002pk	\$171
Super Wall (4' x 16')	GG-002L	\$90	Personal (11" x 17")	PGG-002	\$9
Small Wall (3' x 6')	GG-002SW	\$44	Personal: 10 pack	PGG-002pk	\$81
Small Group (2' x 4')	GG-002SG	\$34	Instructions:		
			Leader's Guide	LG-002	\$19

Graphic Guide Templates

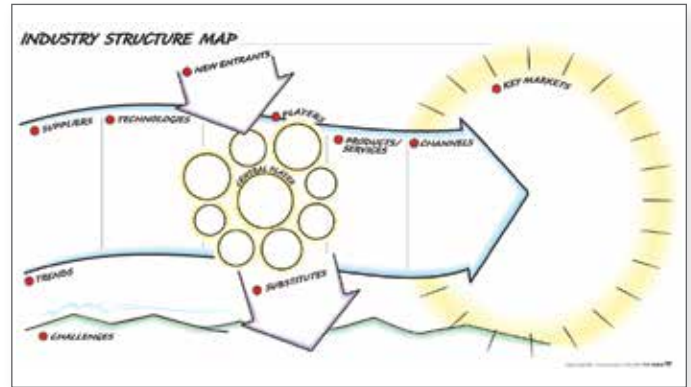


Context Map
For Scanning Your Environment

This Graphic Guide helps a group understand the factors, trends and forces at work in its marketplace and unique web of relationships.

Sizes:

Wall (4' x 8')	GG-003	\$49	Tabletop: 10 pack	TTGG-003pk	\$171
Wall: No titles (4' x 8')	GG-003NT	\$49	Personal (11" x 17")	PGG-003	\$9
Small Wall (3' x 6')	GG-003SW	\$44	Personal: 10 pack	PGG-003pk	\$81
Small Group (2' x 4')	GG-003SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-003	\$19	Leader's Guide	LG-003	\$19

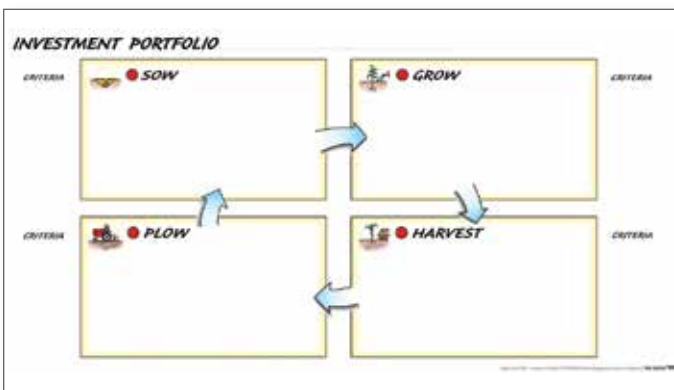


Industry Structure Map
For Understanding Your Industry's Value Chain

This Graphic Guide helps your group map where your business fits into a larger industry, allowing you to develop an "upstream/downstream" view of the industry, including a portrait of its key players.

Sizes:

Wall (4' x 8')	GG-004	\$49	Tabletop: 10 pack	TTGG-004pk	\$171
Wall: No titles (4' x 8')	GG-004NT	\$49	Personal (11" x 17")	PGG-004	\$9
Small Wall (3' x 6')	GG-004SW	\$44	Personal: 10 pack	PGG-004pk	\$81
Small Group (2' x 4')	GG-004SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-004	\$19	Leader's Guide	LG-004	\$19

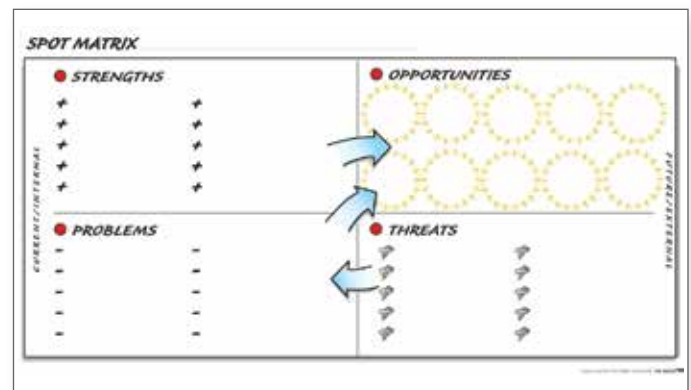


Investment Portfolio
For Mapping Investments in Products and Services

Use this Graphic Guide to analyze an organization's portfolio of products and services in terms of where they fall in a lifecycle framework. This is an excellent tool for making decisions on current and future investments.

Sizes:

Wall (4' x 8')	GG-006	\$49	Tabletop: 10 pack	TTGG-006pk	\$171
Wall: No titles (4' x 8')	GG-006NT	\$49	Personal (11" x 17")	PGG-006	\$9
Small Wall (3' x 6')	GG-006SW	\$44	Personal: 10 pack	PGG-006pk	\$81
Small Group (2' x 4')	GG-006SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-006	\$19	Leader's Guide	LG-006	\$19



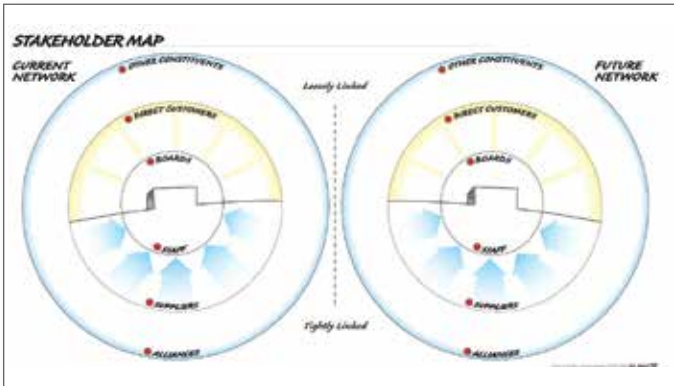
SPOT Matrix
For Assessing Your Current Situation

This best-selling Graphic Guide allows your group to examine the strengths and opportunities that exist in relation to the problems and threats the organization is facing.

Sizes:

Wall (4' x 8')	GG-005	\$49	Tabletop: 10 pack	TTGG-005pk	\$171
Wall: No titles (4' x 8')	GG-005NT	\$49	Personal (11" x 17")	PGG-005	\$9
Small Wall (3' x 6')	GG-005SW	\$44	Personal: 10 pack	PGG-005pk	\$81
Small Group (2' x 4')	GG-005SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-005	\$19	Leader's Guide	LG-005	\$19

Graphic Guide Templates



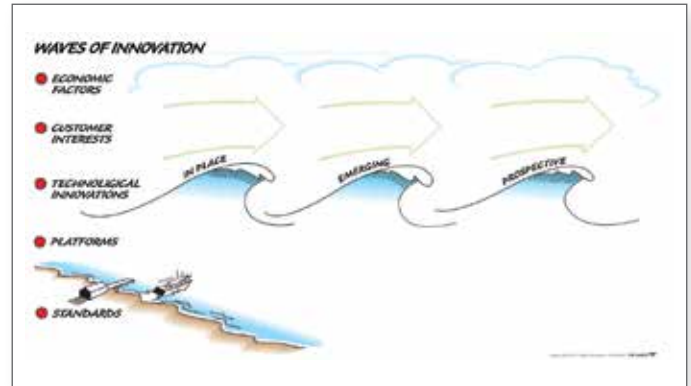
Stakeholder Map

For Identifying Key Customers

Look at the complete web of relationships that have some interest or “stake” in your organization. This template provides a context for deciding which groups should be the focus of marketing or other communication efforts. It also helps determine which key customers require an effort centered on developing a targeted value proposition.

Sizes:

Wall (4' x 8')	GG-013	\$49	Tabletop: 10 pack	TTGG-013pk	\$171
Wall: No Titles (4' x 8')	GG-013NT	\$49	Personal (11" x 17")	PGG-013	\$9
Small Wall (3' x 6')	GG-013SW	\$44	Personal: 10 pack	PGG-013pk	\$81
Small Group (2' x 4')	GG-013SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-013	\$19	Leader's Guide	LG-013	\$19



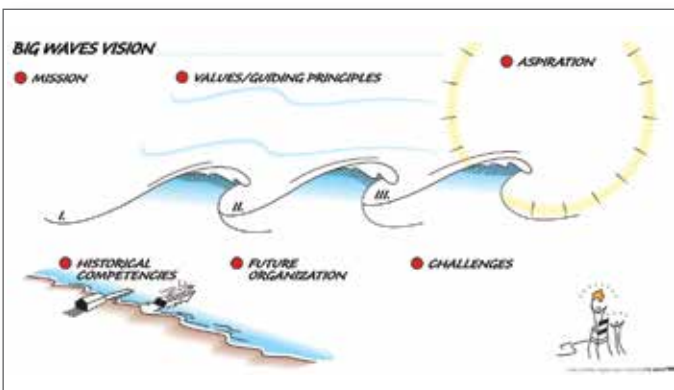
Waves of Innovation

Track Innovation in Your Industry

Use this Graphic Guide to scan the environment of industries in which major waves of innovation are so pervasive that they significantly impact every organization in that industry. This exercise will allow your organization to position itself for success when the next wave hits. *Includes free Leader's Guide.*

Sizes:

Wall (4' x 8')	GG-017	\$49	Tabletop: 10 pack	TTGG-017pk	\$171
Wall: No Titles (4' x 8')	GG-017NT	\$49	Personal (11" x 17")	PGG-017	\$9
Small Wall (3' x 6')	GG-017SW	\$44	Personal: 10 pack	PGG-017pk	\$81
Small Group (2' x 4')	GG-017SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-017	\$19	Leader's Guide	free with template purchase	



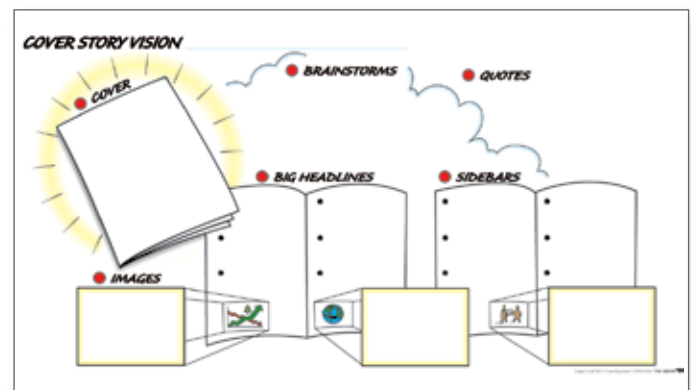
Big Waves Vision

For Visioning in Dynamic Environments

Use this template to help the group imagine how to attain its goals by breaking its initiatives into three “waves.” This tool is excellent for organizations that need to align plans to developments within a larger industry.

Sizes:

Wall (4' x 8')	GG-010	\$49	Tabletop: 10 pack	TTGG-010pk	\$171
Wall: No Titles (4' x 8')	GG-010NT	\$49	Personal (11" x 17")	PGG-010	\$9
Small Wall (3' x 6')	GG-010SW	\$44	Personal: 10 pack	PGG-010pk	\$81
Small Group (2' x 4')	GG-010SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-010	\$19	Leader's Guide	LG-010	\$19



Cover Story Vision

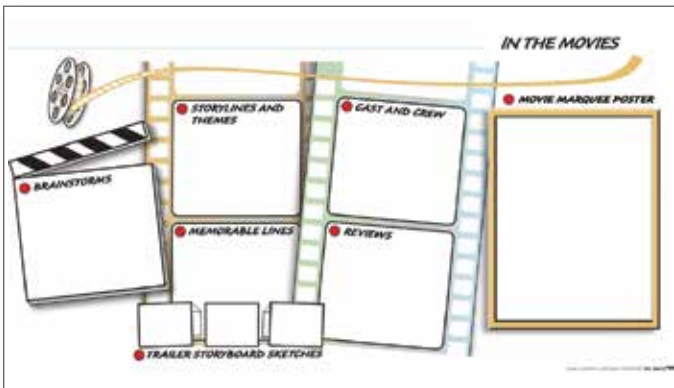
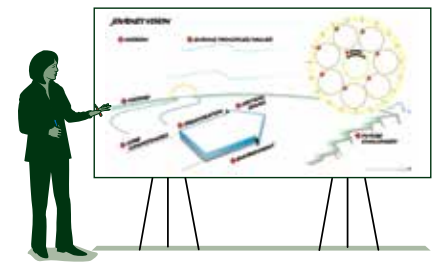
For Envisioning the Future

Use this Graphic Guide to help your team or your client's organization envision its future by imagining it has been featured on the cover of a major magazine five years in the future.

Sizes:

Wall (4' x 8')	GG-007	\$49	Tabletop: 10 pack	TTGG-007pk	\$171
Wall: No Titles (4' x 8')	GG-007NT	\$49	Personal (11" x 17")	PGG-007	\$9
Small Wall (3' x 6')	GG-007SW	\$44	Personal: 10 pack	PGG-007pk	\$81
Small Group (2' x 4')	GG-007SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-007	\$19	Leader's Guide	LG-007	\$19

Graphic Guide Templates



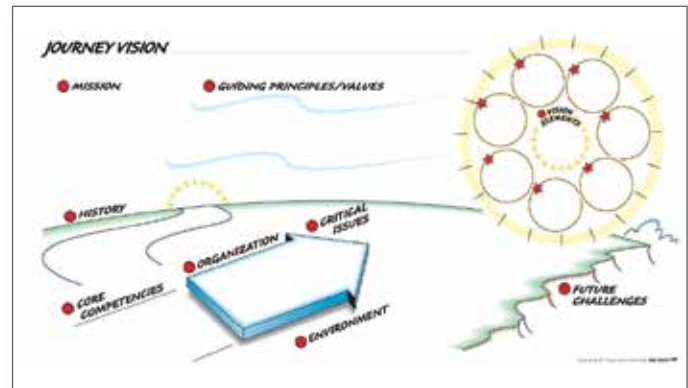
In the Movies Vision

For Envisioning the Future

Use this Graphic Guide to lead the group in imagining itself as the subject of a documentary film. The group will create a main storyline, design a movie poster, and choose the cast and crew.

Sizes:

Wall (4' x 8')	GG-007a	\$49	Tabletop: 10 pack	TTGG-007apk	\$171
Wall: No Titles (4' x 8')	GG-007aNT	\$49	Personal (11" x 17")	PGG-007a	\$9
Small Wall (3' x 6')	SWG-007a	\$44	Personal: 10 pack	PGG-007apk	\$81
Small Group (2' x 4')	SGGG-007a	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-007a	\$19	Leader's Guide	LG-007	\$19



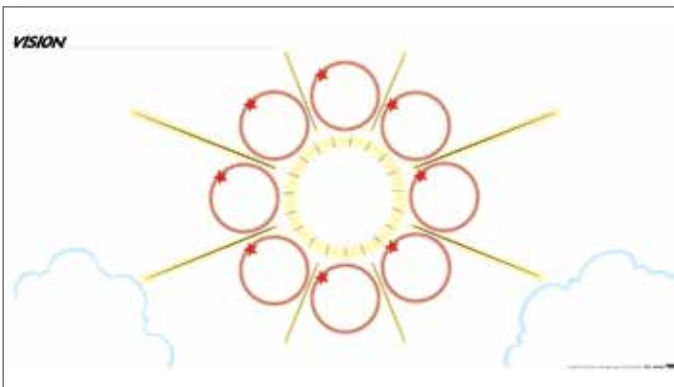
Journey Vision

For Depicting Your Vision as a Journey

Use the underlying metaphor in this Graphic Guide to develop a group's vision. With this tool, the group can explore the history and capabilities fueling its vision and create an action plan to reach its future goals. This is an excellent guide for more extensive visioning sessions.

Sizes:

Wall (4' x 8')	GG-009	\$49	Tabletop: 10 pack	TTGG-009pk	\$171
Wall: No Titles (4' x 8')	GG-009NT	\$49	Personal (11" x 17")	PGG-009	\$9
Small Wall (3' x 6')	GG-009SW	\$44	Personal: 10 pack	PGG-009pk	\$81
Small Group (2' x 4')	GG-009SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-009	\$19	Leader's Guide	LG-009	\$19



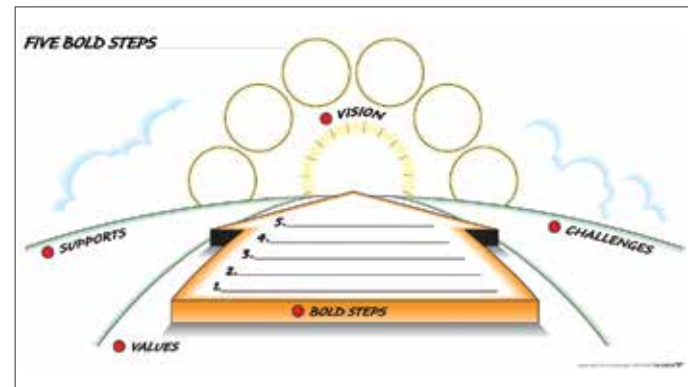
Mandala Vision

For Reaching Consensus on Vision Themes

Use this Graphic Guide to record the compelling themes developed in a *Cover Story Vision* session. Use large sticky notes to capture the group's ideas. Cluster similar ideas in the "rays," then record the agreed-upon objectives in the circle bursts.

Sizes:

Wall (4' x 8')	GG-008	\$49	Tabletop: 10 pack	TTGG-008pk	\$171
Wall: No Titles (4' x 8')	GG-008NT	\$49	Personal (11" x 17")	PGG-008	\$9
Small Wall (3' x 6')	GG-008SW	\$44	Personal: 10 pack	PGG-008pk	\$81
Small Group (2' x 4')	GG-008SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-008	\$19	Leader's Guide	LG-008	\$19



Five Bold Steps

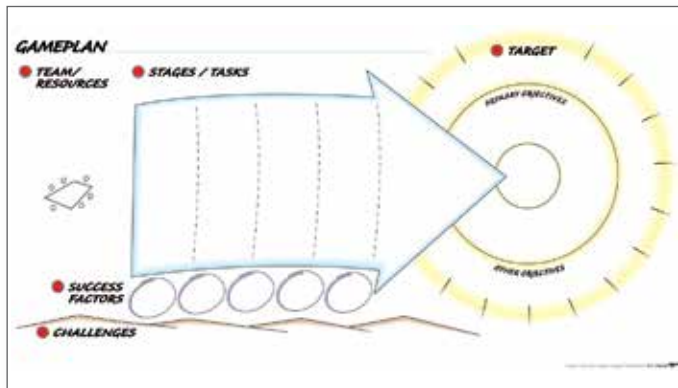
For Agreeing on Bold Initiatives

Use this best-selling Graphic Guide to help the group reach consensus on what its goals will be in the near future and what specific actions it will be taking to achieve these goals.

Sizes:

Wall (4' x 8')	GG-011	\$49	Tabletop: 10 pack	TTGG-011pk	\$171
Wall: No Titles (4' x 8')	GG-011NT	\$49	Personal (11" x 17")	PGG-011	\$9
Small Wall (3' x 6')	GG-011SW	\$44	Personal: 10 pack	PGG-011pk	\$81
Small Group (2' x 4')	GG-011SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-011	\$19	Leader's Guide	LG-011	\$19

Graphic Guide Templates



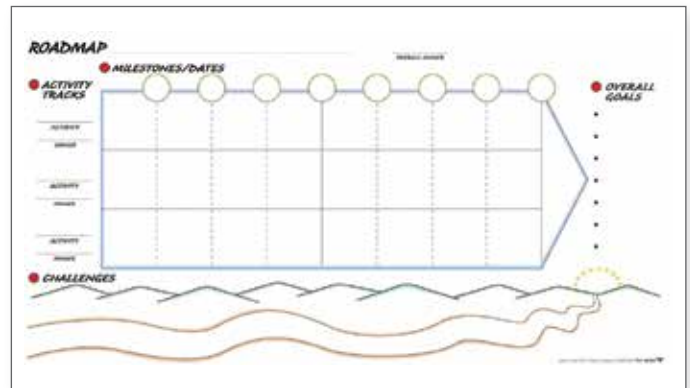
Graphic Gameplan

For Making Action Plans

Create a dynamic action plan. Use this best-selling Graphic Guide to help a group clarify its goals and how it will reach them by defining the key steps, success factors and major challenges all in one place.

Sizes:

Wall (4' x 8')	GG-012	\$49	Tabletop: 10 pack	TTGG-012pk	\$171
Wall: No Titles (4' x 8')	GG-012NT	\$49	Personal (11" x 17")	PGG-012	\$9
Small Wall (3' x 6')	GG-012SW	\$44	Personal: 10 pack	PGG-012pk	\$81
Small Group (2' x 4')	GG-012SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-012	\$19	Leader's Guide	LG-012	\$19



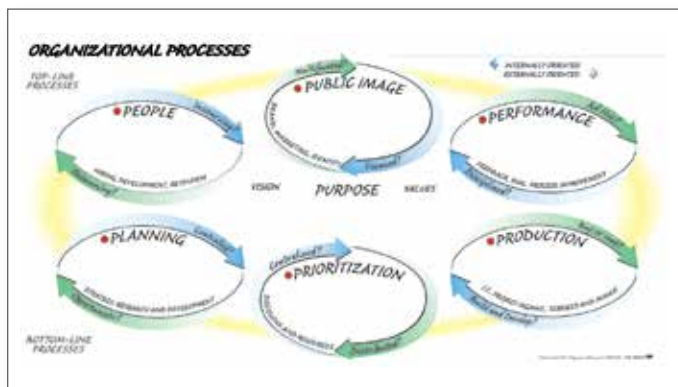
Graphic Roadmap

Commit Actions to a Schedule

Create a big picture of actions and target dates for deliverables on a project or an organization-change process. High-level goals set the direction for an organization, but roadmaps illustrate the specific route to be taken, including the identification of milestones.

Sizes:

Wall (4' x 8')	GG-016	\$49	Tabletop: 10 pack	TTGG-016pk	\$171
Wall: No Titles (4' x 8')	GG-016NT	\$49	Personal (11" x 17")	PGG-016	\$9
Super Wall (4' x 12')	GG-016L	\$90	Personal: 10 pack	PGG-016pk	\$81
Small Wall (3' x 6')	GG-016SW	\$44	Instructions:		
Small Group (2' x 4')	GG-016SG	\$34	Leader's Guide	LG-016	\$19
Tabletop (18" x 36")	TTGG-016	\$19			



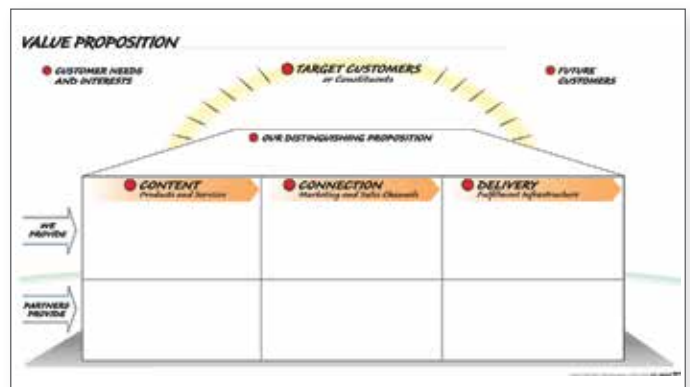
Organizational Processes

For Aligning Core Processes

Link the six basic parts of an organization: people, public image, performance, planning, prioritizing and production processes. Use this template (after you have agreed on your goals) to facilitate a conversation about what changes need to be made to help the organization achieve its goals.

Sizes:

Wall (4' x 8')	GG-015	\$49	Tabletop: 10 pack	TTGG-015pk	\$171
Wall: No Titles (4' x 8')	GG-015NT	\$49	Personal (11" x 17")	PGG-015	\$9
Small Wall (3' x 6')	GG-015SW	\$44	Personal: 10 pack	PGG-015pk	\$81
Small Group (2' x 4')	GG-015SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-015	\$19	Leader's Guide	LG-015	\$19



Value Proposition

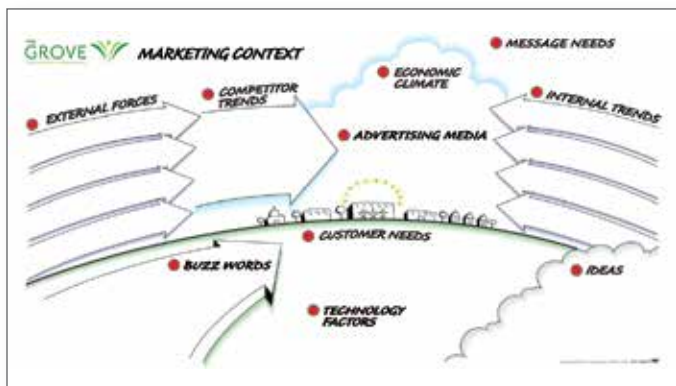
For Clarifying Distinguishing Value

Use this Graphic Guide to help a group agree on an organization's customer needs and interests, what the organization has to offer its customers, how it will go to market (connection) and how it will deliver its unique value.

Sizes:

Wall (4' x 8')	GG-014	\$49	Tabletop: 10 pack	TTGG-014pk	\$171
Wall: No Titles (4' x 8')	GG-014NT	\$49	Personal (11" x 17")	PGG-014	\$9
Small Wall (3' x 6')	GG-014SW	\$44	Personal: 10 pack	PGG-014pk	\$81
Small Group (2' x 4')	GG-014SG	\$34	Instructions:		
Tabletop (18" x 36")	TTGG-014	\$19	Leader's Guide	LG-014	\$19

Graphic Guide Templates

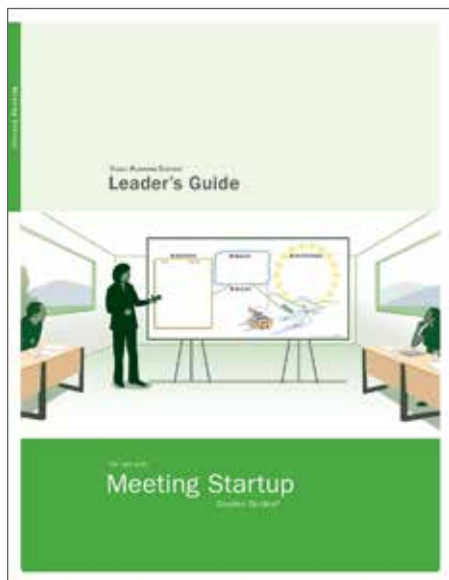


Customized Graphic Guides

Tailor our templates to your specific needs. We can easily change the titles on our standard Graphic Guides or add a company logo. We can accommodate titles in different languages, as well. Word replacement and adding a logo (supplied by you) is included in the cost of your first print. Call for a quote for more extensive customizations.

Pricing:

First Print	\$150
Additional Wall (4' x 8') Prints	\$49
Additional Small Wall (3' x 6') Prints	\$44
Additional Small Group (2' x 4') Prints	\$34
Additional Tabletop (18" x 36") Prints	\$19
Additional Personal (11" x 17") Prints	\$9



Leader's Guides

Each Graphic Guide, shown on previous pages, has a corresponding Leader's Guide that describes preparation, step-by-step instructions for using the template, tips for getting the most out of the group process and contains a case study of how others have used the Graphic Guide with options for next steps.

Each Leader's Guide is between 20–24 pages long.

You will also see the Leader's Guide listed under each Graphic Guide in this catalog and on our online store.



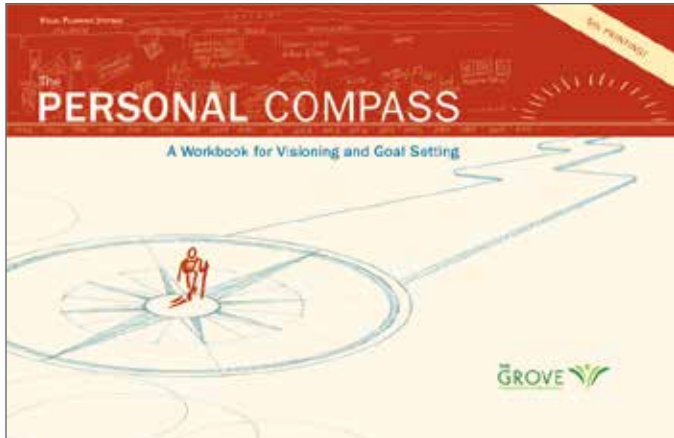
Most of our Leader's Guides are also available for download from our online store: store.grove.com. You will find Leader's Guides on its corresponding Graphic Guide web page. Look in the "Downloadable Product" box on the right side of the page.

Print Versions Available:

Meeting Startup	LG-001	\$19	Cover Story Vision & In the Movies Vision	LG-007	\$19
Meeting Startup: 10 pack	LG-001pk	\$171	Cover Story Vision & In the Movies Vision: 10 pack	LG-007pk	\$171
Graphic History	LG-002	\$19	Journey Vision	LG-009	\$19
Graphic History: 10 pack	LG-002pk	\$171	Journey Vision: 10 pack	LG-009pk	\$171
Context Map	LG-003	\$19	Mandala Vision	LG-008	\$19
Context Map: 10 pack	LG-003pk	\$171	Mandala Vision: 10 pack	LG-008pk	\$171
Industry Structure Map	LG-004	\$19	Five Bold Steps	LG-011	\$19
Industry Structure Map: 10 pack	LG-004pk	\$171	Five Bold Steps: 10 pack	LG-011pk	\$171
Investment Portfolio	LG-006	\$19	Graphic Gameplan	LG-012	\$19
Investment Portfolio: 10 pack	LG-006pk	\$171	Graphic Gameplan: 10 pack	LG-012pk	\$171
SPOT Matrix	LG-005	\$19	Graphic Roadmap	LG-016	\$19
SPOT Matrix: 10 pack	LG-005pk	\$171	Graphic Roadmap: 10 pack	LG-016pk	\$171
Stakeholder Map	LG-013	\$19	Organizational Processes	LG-015	\$19
Stakeholder Map: 10 pack	LG-013pk	\$171	Org. Processes: 10 pack	LG-015pk	\$171
Waves of Innovation (free with Graphic Guide purchase)			Value Proposition	LG-014	\$19
Big Waves Vision	LG-010	\$19	Value Proposition: 10 pack	LG-014pk	\$171
Big Waves Vision: 10 pack	LG-010pk	\$171	Complete Set of Leader's Guides	CSLG-001	\$225

Personal Development

The *Personal Compass* and *The Career Compass*, on the following page, are more than personal navigational tools. They function as barometers to assess an individual's fit within a team or organization. For an organization or team to be effective, its vision must be shared among all stakeholders, even on a personal level. Both Compass workbooks are great tools for individuals, career counselors, coaches and human-resource departments.



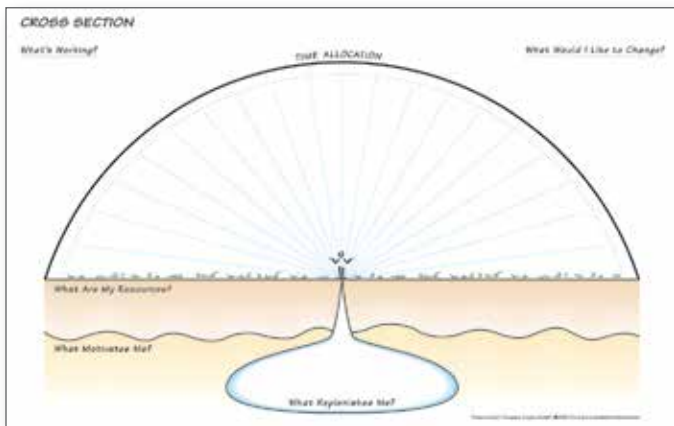
The Personal Compass

A Workbook for Visioning and Goal Setting

The *Personal Compass* is a visual-planning workbook consisting of seven graphic templates with easy-to-follow guidelines. With activities to support imagination and analysis, *The Personal Compass* allows you to review your past, take stock of your present, and imagine and plan your future.

This Visual Planning System will help you clarify your hopes and dreams, assess your situation, set goals to achieve what you desire, and create an action plan to make your dreams a reality.

The graphic templates in this workbook are as follows:



Starting Point—To Orient to Your Situation

History—To Look Back on Your Life

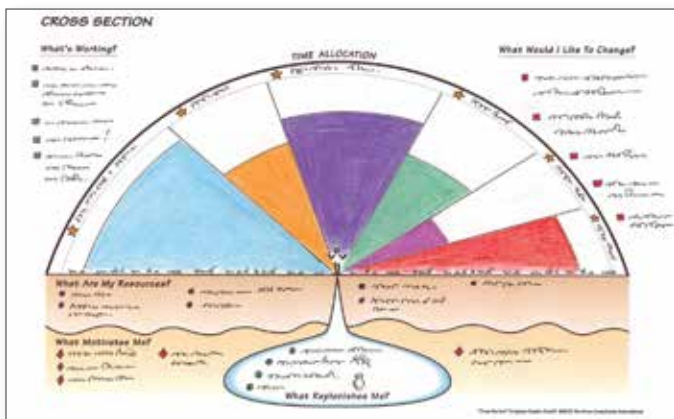
Cross Section—To Measure How You Spend Your Time

Inventory—To Assess Your Strengths, Weaknesses, Opportunities and Challenges

Vision—To Imagine Your Best and Brightest Future

Choices—To Determine Your Objectives

Action Plan—To Create a Strategy for Accomplishing Goals



To create this workbook, The Grove collaborated with Joan McIntosh, a certified individual development coach and teacher of coaches.

Multiple Formats Available

You may purchase *The Personal Compass* in its original large format (29 pages. 18" x 12.5"), or we now offer *The Personal Compass* in a binder format for easier storage (61 pages. 10.5" x 11.75"). Bundled ten packs of 11" x 17" templates with instructions are also available for counselors, teachers and coaches to use selectively in their practice.

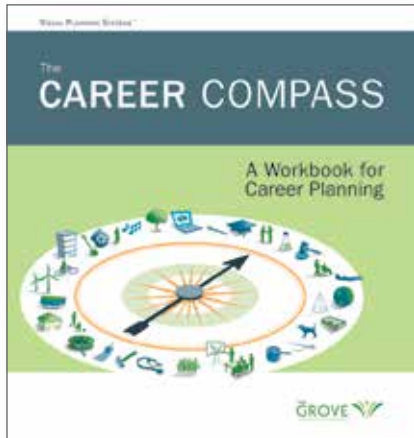
Options:

Personal Compass Large-Format Book (original size)	TC-9001	\$49
Personal Compass Large-Format Book: 10 pack	TC-9001pk	\$441
Personal Compass Binder (new format)	TC-9001b	\$49
Personal Compass Binder: 10 pack	TC-9001bpk	\$441

Starting Point—Template & Instruction—10 Pack	TCS-9002	\$100
History—Template & Instruction—10 Pack	TCH-9003	\$100
Cross Section—Template & Instruction—10 Pack	TCC-9007	\$100
Inventory—Template & Instruction—10 Pack	TCI-9005	\$100
Vision—Template & Instruction—10 Pack	TCV-9006	\$100
Choices—Template & Instruction—10 Pack	TCC-9007	\$100
Action Plan—Template & Instruction—10 Pack	TCAP-9008	\$100

Personal Development

The *Personal Compass* and *The Career Compass* complement each other. While the former focuses on your life's purpose and setting goals to attain it, the latter focuses primarily on work in the context of your larger life and happiness.

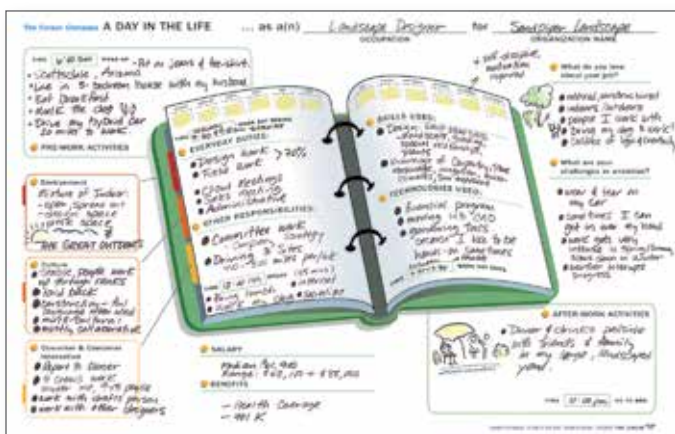
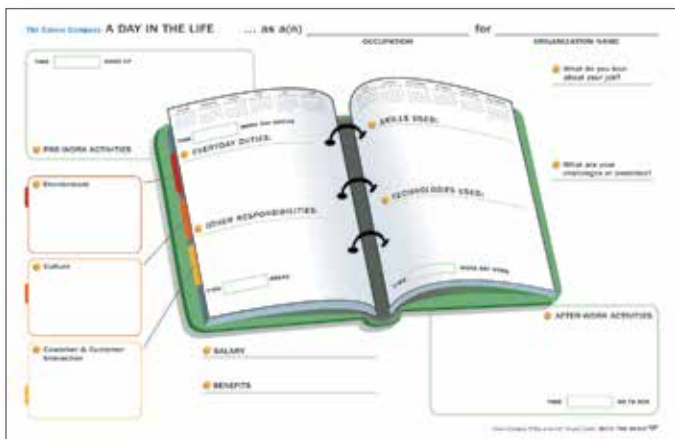


The Career Compass

A Workbook for Career Planning

In this second addition to our Compass line of personal workbooks, we've applied our visual methodology to the career-counseling process. *The Career Compass* is a personal-development toolset for setting direction in your career. It was designed to help those either entering the job market or making a career transition see the big picture and make meaningful career decisions. This workbook complements techniques and resources proven to be effective by the career-counseling industry, and is packed full of information about helpful books and websites. The result is a nine-stage process that can be used for do-it-yourself career planning or with the help of a counselor.

The following graphic templates, and easy-to-follow instructions, help you organize your thoughts, research and plans:



Setting Out—To Clarify What You Want to Accomplish

History—To Look Back on Your Life and Work Experience

Preferences and Possibilities—To Clarify Who You Are and Learn About Occupations That Might Fit You

Work/Life Wheel—To Set Priorities

Choices in Context—To Begin Researching Your Options

Networking Map—To Learn Firsthand About the Job Market

A Day in the Life—To Imagine Yourself in an Occupation

Path Exploration—To Decide on a Career Path

Action Plan—To Lay Out the Steps of Your Job Search

To create this workbook, The Grove collaborated with Mary Robins, a career counselor with a master's degree in career development and experience in university career centers and private practice.

You may purchase *The Career Compass* as a complete binder, or as bundled ten packs of 11" x 17" templates and instructions that counselors and coaches may use selectively in their practice. 99 pages. (10.5" x 11.75")

Options:

Career Compass Binder	TC-9002	\$70	Work/Life Wheel—Template & Instruction—10 Pack	TCWW-9004	\$100
Career Compass Binder: 10 pack	TC-9002pk	\$630	Choices in Context—Template & Instruction—10 Pack	TCCC-9005	\$100
Setting Out—Template & Instruction—10 Pack	TCS0-9001	\$100	Networking Map—Template & Instruction—10 Pack	TCNM-9006	\$100
History—Template & Instruction—10 Pack	TCH-9002	\$100	A Day in the Life—Template & Instruction—10 Pack	TCDL-9007	\$100
Preferences & Possibilities—Template & Instruction—10 Pack	TCPP-9003	\$100	Path Exploration—Template & Instruction—10 Pack	TCPE-9008	\$100
			Action Plan—Template & Instruction—10 Pack	TCAP-9009	\$100



Team Performance

The Grove features products from the acclaimed Drexler/Sibbet/Forrester Team Performance™ System (TPS). Developed over the course of thirty years, the system includes a widely used suite of tools designed to support organizations with a framework for team development. Our TPS products all key off of the Drexler/Sibbet Team Performance Model® and include assessment materials, practice guides and other team supports.

Learn about Team Performance in a Grove workshop. See page 34 for more information.

Our kits on the following pages will help you get started, or if you choose to use Team Performance materials in an à-la-carte fashion, see the matrix below for guidance.

	Prepare Your Team	Assess Your Team	Lead Your Team
Team Performance Model Overview	• (page 21)		
Team Performance Model Abstract	• (page 22)		
Team Performance Wall Poster	• (page 22)		
Team Performance Puzzle	• (page 23)		
Team Performance Indicator		• (page 24)	
Team Performance Indicator Application Handbook		• (page 24)	
Team Performance Indicator Wall Chart		• (page 24)	
Team Performance Online Survey		• (page 25)	
Team Leader Guide			• (page 22)
Team Startup Guide			• (page 23)

Planning and Startup Kits

Team Performance



Comprehensive Team Performance Kit

This kit is for teams that want each member to have all the tools—everything from an introduction to the Drexler/Sibbet Team Performance Model to *Graphic Gameplan* Graphic Guide templates that a team can fill out to start planning its project.

Kit Includes:

- 1—*Team Leader Guide—Strategies and Practices*;
- 1—*Team Startup—Creating Gameplans for Success*;
- 7—Drexler/Sibbet Team Performance Model Overviews;
- 7—Drexler/Sibbet Team Performance Model Abstracts;
- 1—Drexler/Sibbet Team Performance Model Poster: Wall size (4' x 6');
- 1—*Forrester/Drexler Team Performance Indicator Application Handbook*;
- 7—Forrester/Drexler Team Performance Indicators™;
- 7—Forrester/Drexler Team Performance Indicator Guide to Interpreting Results;
- 1—Forrester/Drexler Team Performance Indicator Summary Wall Chart: (4' x 8.5');
- 3—Graphic Gameplans: Wall size (4' x 8');
- 3—Graphic Gameplan Leader's Guides

TPFK-1017

\$695

(\$919 if purchased separately)



Team Action Planning Kit

Create a common vision for your team through a series of exercises built around the practices and strategies outlined in the *Team Leader Guide—Strategies and Practices*. Including five templates and accompanying Leader's Guides in addition to the *Team Leader Guide*, this kit will help your team understand its organization's current environment, the players involved and the outcomes the team wishes to achieve.

Kit includes:

- 1—*Team Leader Guide—Strategies and Practices*;
- 1—*Meeting Startup—River Rafting*: Wall size (4' x 8');
- 1—*Stakeholder Map*: Wall size (4' x 8');
- 1—*Context Map*: Wall size (4' x 8');
- 1—*Cover Story Vision*: Wall size (4' x 8');
- 1—*Graphic Gameplan*: Wall size (4' x 8');
- All associated Leader's Guides.

TAPK-1028

\$340

(\$430 if purchased separately)

Planning and Startup Kits



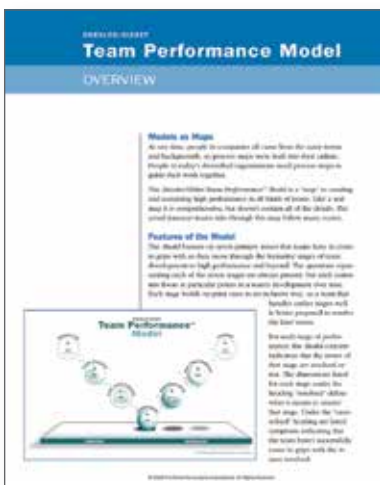
Team Assessment Kit

Know where your team stands and how to achieve high performance with the Team Assessment Kit. With the results of the Forrester/Drexler Team Performance Indicator as a foundation, your team can begin to understand how to address and overcome barriers to high performance.

The Kit includes:

- 1—Team Leader Guide—Strategies and Practices;
- 7—Drexler/Sibbet Team Performance Model Overviews;
- 7—Drexler/Sibbet Team Performance Model Abstracts;
- 1—Forrester/Drexler Team Performance Indicator Application Handbook;
- 7—Forrester/Drexler Team Performance Indicators;
- 7—Forrester/Drexler Team Performance Indicator Guide to Interpreting Results;
- 1—Forrester/Drexler Team Performance Indicator Summary Wall Chart: (4' x 8.5')

TIPIF-1021 **\$475** (\$611 if purchased separately)



Team Performance Model Overview

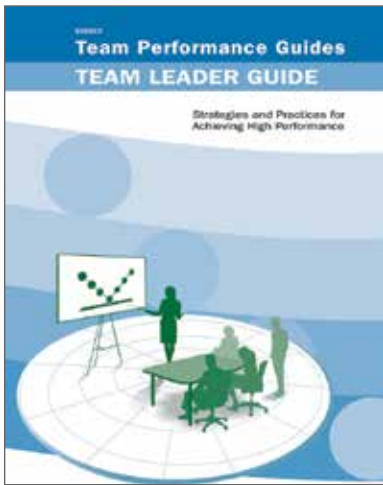
Familiarize yourself and your team with the Drexler/Sibbet Team Performance Model using this succinct overview. The handout includes an overview, a comprehensive graphic depiction and simple descriptions of the seven stages of group process. The Overview is designed to act as an introduction to the Model. 4 pages.

Options:
 1 Print TPME-1001 **\$7**
 10 Pack TPME-1002 **\$63**

 This item is also available for download from our online store: store.grove.com

Learning Materials

Team Performance



Team Leader Guide

Orient yourself to the roles and responsibilities of a team leader focused on achieving high performance. *The Team Leader Guide—Strategies and Practices* includes a full explanation of the Drexler/Sibbet Team Performance Model, a set of Success Strategy Maps geared toward common team leader challenges, and eighty-five best practices to apply to your team’s exercises and challenges. The guide includes an 11" x 17" fold-out of the Model. 190 pages.

Options:		
1 Copy	TLG-1020	\$90
10 Pack	TLG-1020pk	\$810

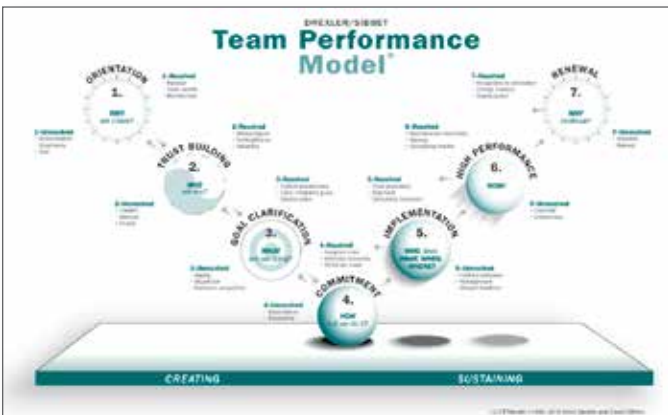


Team Performance Model Abstract

Deepen your understanding of the Team Performance Model with the in-depth Drexler/Sibbet Team Performance Model Abstract. This booklet includes definitions of the resolved and unresolved aspects of the Model, along with graphics illustrating each stage and a graphic representation of the Model. The Abstract contains a more comprehensive description of the Model than can be found in the Team Performance Model Overview. 16 pages.

Options:		
1 Print	TPAE-1008	\$19
10 Pack	TPAE-1009	\$169

 This item is also available for download from our online store: store.grove.com

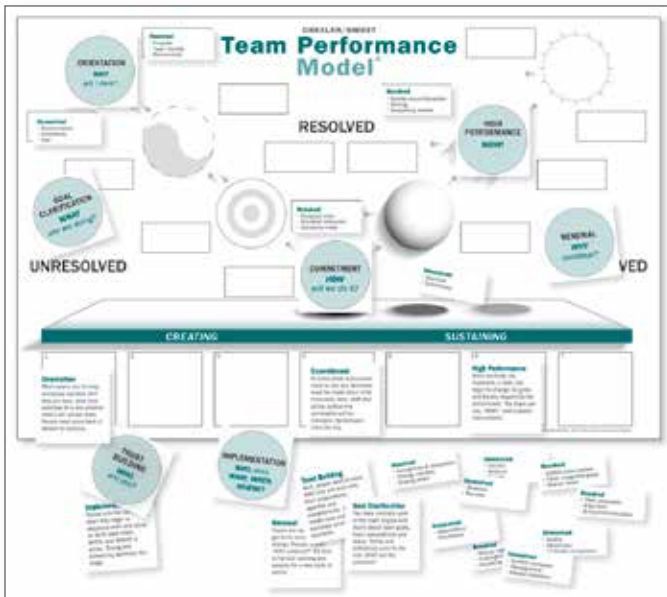


Team Performance Model Wall Poster

Use this graphic representation of the Team Performance Model as a backdrop for your group’s exercises. Having the Drexler/Sibbet Team Performance Model Wall Poster at hand will help ensure that your team keeps its focus on achieving high performance and the key questions that must be answered along the way.

Sizes:		
Tabletop (18" x 36")	TPTE-1003TT	\$19
Tabletop: 10 pack	TPTE-1003TTpk	\$171
Wall (4' x 7')	TPTE-1003	\$55
Wall laminated (4' x 7')	TPTE-1011	\$285

Learning Materials

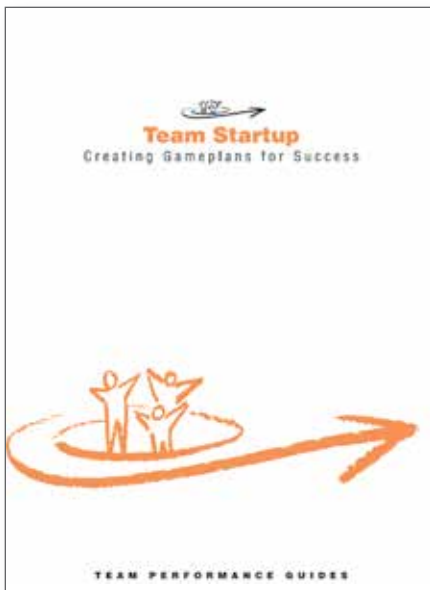


Team Performance Puzzle

Introduce the Drexler/Sibbet Team Performance Model to your team with the Team Performance Puzzle. Have the team use the twenty-eight laminated puzzle pieces to determine the seven stages of group process and identify resolved and unresolved issues. This exercise sparks experimental learning and deepens your team’s understanding of the Model. Includes a Leader’s Guide.

Options:

Puzzle	TPP-1018	\$80
Puzzle 4-pack (good for team of 20)	TPP-1018PK	\$300



Team Startup—Creating Gameplans for Success

Move your team toward its goals quickly and efficiently with the highly visual *Team Startup—Creating Gameplans for Success*. Using the Graphic Gameplan Graphic Guide (see page 14) as a primary organizing tool, your team will plot, delegate and calendar tasks that help it achieve its vision and stated goals. 83 pages.

Options:

1 Copy	TPSG-1013	\$49
10 Pack	TPSG-1013pk	\$441

Assessment Materials

Team Performance

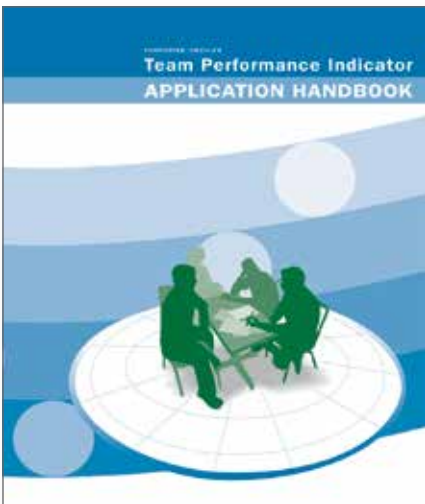


Team Performance Indicator

Gain new insight into whether and how your team needs to change. The Forrester/Drexler Team Performance Indicator™ (TPI) consists of twenty-one items that define critical aspects of team performance. The individual results will allow you to gain new insights into each member's perception of the team purpose and functionality. By using the TPI Guide to Interpreting Results, you can implement actions to resolve issues and improve communication.

Options:

Preview Pack (1 Form, 1 Guide)	TPI-1020	\$28
Forms (10 pack)	TPI-1023	\$90
Standard Pack (7 Forms, 7 Guides)	TPI-1022	\$175
Guides (10 pack)	TPI-1024	\$190



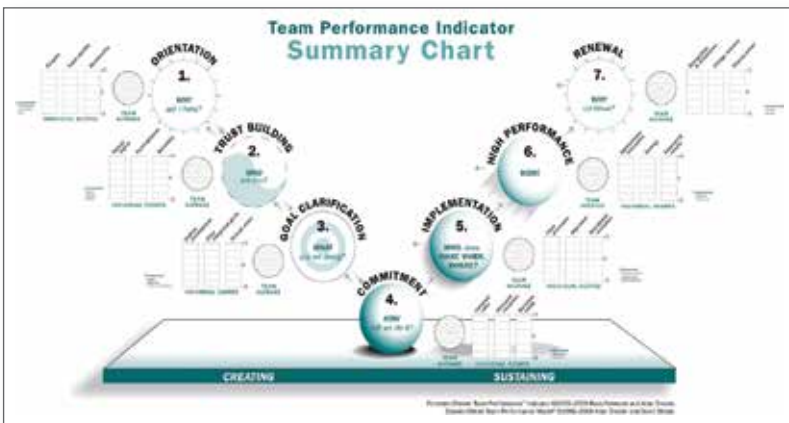
Team Performance Indicator Application Handbook

Use the step-by-step *Forrester/Drexler Team Performance Indicator Application Handbook* to get the most out of working with the Team Performance Indicator. The Handbook contains everything you need to prepare for using our popular self-scoring questionnaire, including:

- The Forrester/Drexler Team Performance Indicator;
 - The Forrester/Drexler Team Performance Indicator Guide to Interpreting Results;
 - The Drexler/Sibbet Team Performance Model;
 - Process guidance for team leaders, team members and facilitators;
 - A selection of best practices specifically designed for teams
- 96 pages.

Options:

1 Copy	TPIAH-1045	\$95
10 Pack	TPIAH-1045pk	\$685



Team Performance Indicator Wall Chart

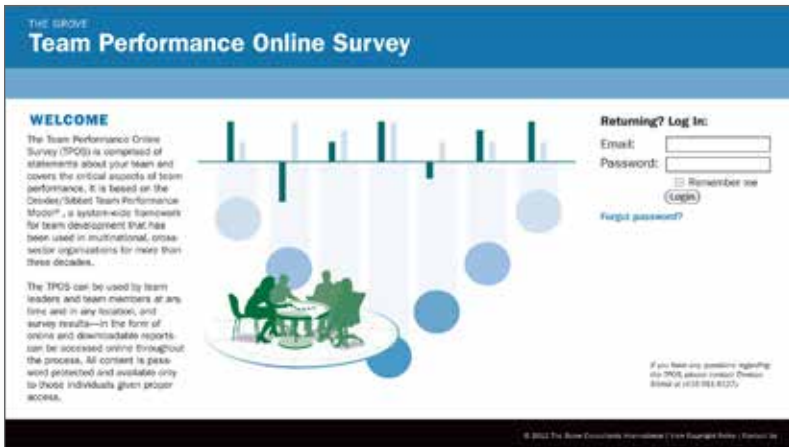
Summarize your Team Performance Indicator results in graphic form with the Forrester/Drexler Team Performance Indicator Summary Wall Chart. Use to kick-start a team conversation on where it is blocked and how it can move toward high performance. Now includes four-page instruction sheet describing several ways to use the Summary Wall Chart in team settings.

Options:

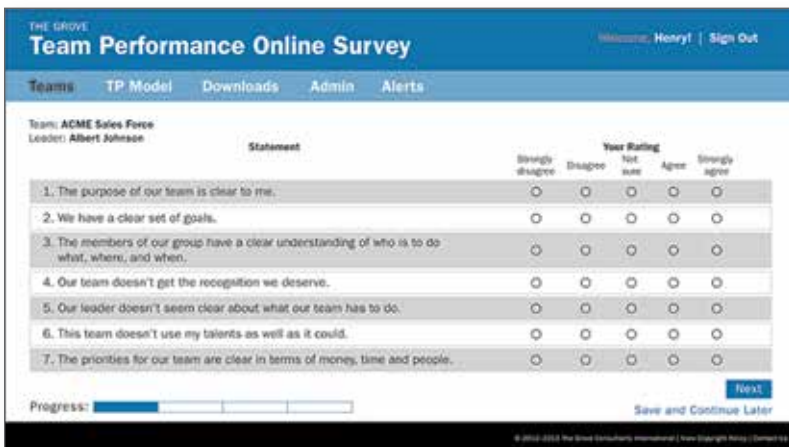
Wall Chart (4' x 8.5")	TPIF-1027	\$55
Tabletop (18" x 36")	TPIF-1027TT	\$19
Personal (11" x 17")	TPIF-1027TT	\$9
Tabletop: 10 pack	TPIF-1027TTpk	\$171

TEAM PERFORMANCE Online Assessment

NEW



The login screen for The Grove Team Performance Online Survey.



The Grove Team Performance Online Survey screen above shows how users indicate their responses to statements about their team's perceptions of itself.



An 11-page PDF of Survey Results is generated for each team and reveals, in detail, the roots of team challenges. This *Team Report* provides a safe way to begin the follow-up team improvement process.

Team Performance Online Survey

The Grove Team Performance Online Survey™ is comprised of statements designed to assess how well a team has resolved the seven basic challenges described in the Drexler/Sibbet Team Performance Model. By responding to these statements, the team learns its strengths and opportunities for growth.

The Survey can be taken by team leaders and team members at any time and in any location and takes approximately fifteen to twenty minutes to complete. All content is password protected and available only to those individuals given access.

Immediate feedback on how the team is performing can be accessed through a web browser, with nothing to install or maintain. This *Team Report*, also available in PDF format, provides a powerful visual snapshot of issues that can be resolved with follow-up discussions.

A *Fieldbook* is available for download from the Survey website and is designed to support team consultants, team leaders and team members throughout the Survey process. To address the challenges identified by the Survey, the team consultant or team leader can draw from a treasure-trove of Grove best practices in the *Team Leader Guide*. These are keyed to the core challenges that teams tend to experience at each stage of their development.

The Survey is designed to be one component in a larger arc of team development. Clients who are familiar with the Model can enhance their suite of team performance tools with an online survey capability. Clients who are new to the Model may receive coaching in the Team Performance methodology as part of a Survey package.

You can try out the Survey and have one of our consultants model working with teams through consulting engagements like a Team Tune-up or a 6-month Team Development Process. We are also currently structuring licensing arrangements with organizations based on number of users/teams that will be using the Survey.

For more information about the Team Performance Online Survey, email thomas_sibbet@grove.com, or call us at (415) 561-2500.

Planning and Startup Kits

Facilitating people to work together effectively is one of the biggest challenges in today's organizations. The Grove has produced a set of facilitation tools packed with illustrated principles and best practices that help leaders and managers get the best out of their people. Plus, we offer top-of-the-line supplies to make it a whole lot easier!



Facilitator's Travel Kit

All the supplies you need for your next graphic facilitation or graphic recording job.

Kit Includes:

- 1—Set of 8 Charters Markers
- 1—Roll of twenty-five-yard paper
- 5—Pads of large yellow sticky notes
- 1—Roll of white tape
- 1—Razor knife

GGSK-5001 **\$99** (\$130 if purchased separately)



Graphic Facilitation Startup Kit

The ideal toolkit to kick-start your graphic facilitation work. This kit includes two of The Grove's landmark books in the field of graphic facilitation—*Fundamentals of Graphic Language* and *Graphic Facilitation*—in addition to the supplies you need to get started.

Kit Includes:

- 1—*Graphic Facilitation* (includes DVD)
- 1—*Fundamentals of Graphic Language*
- 1—Set of 8 Charters Markers
- 1—Roll of twenty-five-yard paper
- 5—Pads of large yellow sticky notes

GFSK-5004 **\$170** (\$209 if purchased separately)

Learning Materials



David Sibbet's Groundbreaking Visual Leadership Series Now Available from The Grove



Options:		
1 Copy	VL-4009	\$29
10 Pack	VL-4009pk	\$250

Visual Leaders: New Tools for Visioning Management & Organization Change

Use visual meeting and team methodologies to support visioning and strategy formation, planning, implementation, and organization change. *Visual Leaders*, the third book in David Sibbet's Visual Leadership series, shows how leaders and managers can take full advantage of the visualization revolution. Author David Sibbet explores seven essential tools that can vastly improve understanding and engagement across your organization: mental models, visual meetings, graphic templates, decision theaters, roadmaps, Storymaps, and virtual visuals. Case studies show how visual leaders and visual practitioners work together to align entire organizations on new plans. This book is loaded with examples of visual communications and formats. 229 pages.

“I wrote this book for leaders and managers who want to raise their own and their organization's visual IQ. Organizations and teams are increasingly working visually. Facilitative visual practices are cutting-edge for team-building, strategy formation, and implementation. These ways of working spark innovation through applied design thinking. They create safe environments from which organizational change can emerge.”

—David Sibbet, President, The Grove Consultants International

Learning Materials



The First Two Books in the Visual Leadership Series:



Visual Teams: Graphic Tools for Commitment, Innovation & High Performance

Equip your teams to create and sustain results, whether you are co-located or spread around the world. Building on his best-selling book *Visual Meetings*, David Sibbet's *Visual Teams* shows how to use visuals across the whole arc of a team's productive life. Use visual communication to improve work processes and create a shared understanding of the big picture context. Cultivate an innovative, high-performing team that works like designers: experiment, create prototypes, use visualization to test ideas, and share mental models to communicate effectively. *Visual Teams* is organized around the well-known Drexler/Sibbet Team Performance Model®, a "map" to creating and sustaining high performance in all kinds of teams. It includes best practices, cases, and many visual examples for handling each stage of the Model, along with in-depth descriptions of how to use the full suite of Team Performance tools. 286 pages.

Options:

1 Copy	VL-4008	\$29
10 Pack	VL-4008pk	\$250



Visual Meetings: How Graphics, Sticky Notes & Idea Mapping Can Transform Group Productivity

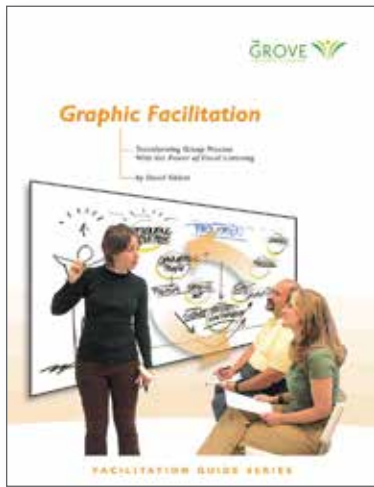
People who work visually have better ideas, make better decisions, and are more committed to producing results. In *Visual Meetings*, Grove Founder and President David Sibbet, a world leader in the area of graphic facilitation and visual thinking, unveils the alchemy of designing and conducting memorable meetings that get results. Turn your business meetings into creative and productive events. Energize your team meetings, sales presentations, strategy sessions, and brainstorming. *Visual Meetings* will help you unlock collaboration and breakthrough thinking in groups large and small. This richly illustrated resource introduces meeting leaders, presenters, and consultants to a bounty of visual communication methods: graphic recording, visual planning, story-boarding, graphic templates, idea-mapping and much more. 262 pages.

Options:

1 Copy	VM-4007	\$29
10 Pack	VL-4007pk	\$250

Meeting Facilitation

Learning Materials



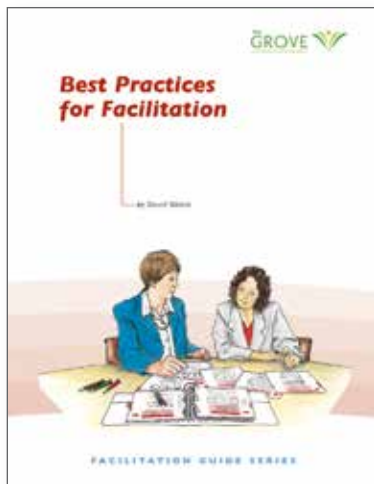
Graphic Facilitation with DVD

Understand and harness the power of working visually. *Graphic Facilitation: Transforming Group Process with the Power of Visual Listening*, summarizes David Sibbet's thirty years of experience as a graphic facilitator and presents a comprehensive guide for using interactive visual displays.

Included is the Group Graphics® DVD that combines three classic tutorials by David Sibbet on working graphically with groups. 184 pages.

Options:		
1 Copy	GF-0013	\$70
10 Pack	GF-0013pk	\$630

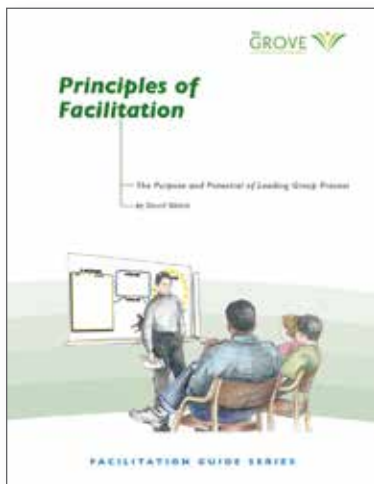
Learn about Graphic Facilitation in a Grove workshop. See page 35 for more information.



Best Practices for Facilitation

More than 170 graphic processes for facilitators, team leaders and managers are contained in this highly visual guide. Based on the Drexler/Sibbet/Forrester Team Performance System and laid out in a convenient page-at-a-glance format, these exercises are an invaluable resource for anyone who wants to maximize his or her effectiveness as a facilitator. 180 pages.

Options:		
1 Copy	BF-3018	\$90
10 Pack	BF-3018pk	\$810

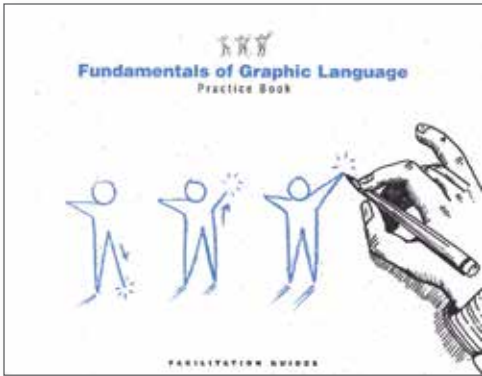


Principles of Facilitation

Begin your journey into the world of facilitation with the foundational principles laid out in David Sibbet's *Principles of Facilitation*. Drawn from more than thirty years of facilitation experience, these forty principles are a must-read for anyone who leads meetings, workshops or other group processes. 76 pages.

Options:		
1 Copy	POF-0011	\$49
10 Pack	POF-0011pk	\$441

Learning Materials



Fundamentals of Graphic Language

Improve your graphic techniques with the *Fundamentals of Graphic Language* workbook. By completing the simple exercises contained in this guide, you can improve your lettering and illustration skills and begin building a larger visual vocabulary. 142 pages.

Options:

1 Copy	GLBE-4003	\$49
10 Pack	GLBE-4003pk	\$441



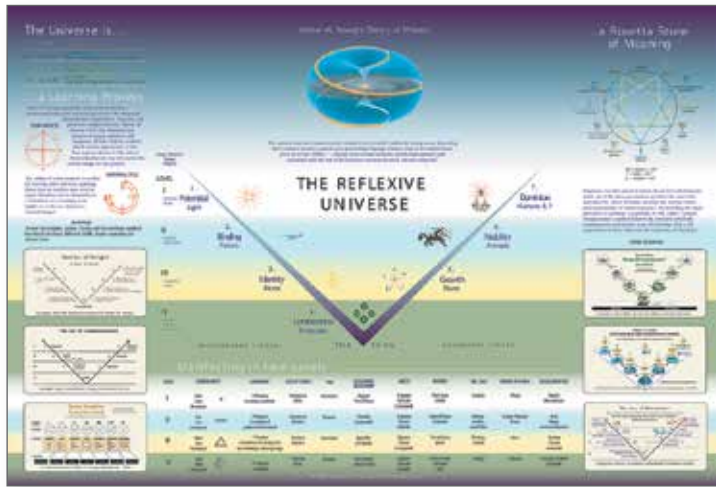
Pocket Pics

Spark your creativity with this pocket-sized guide to useful graphics. Containing more than one hundred icons, this guide will help you to communicate even the most abstract ideas with simple visuals. 32 pages.

Options:

1 Copy	GLPP-4011	\$25
10 Pack	GLPP-4011pk	\$225


Learning Materials

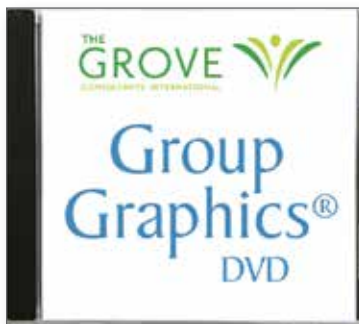


Theory of Process Poster and Guide

Enrich your understanding of The Grove’s methods with this poster illustrating the Theory of Process articulated in Arthur M. Young’s book, *The Reflexive Universe*. Young’s theory provided the structure for many of The Grove’s tool sets for leading group process, including the Drexler/Sibbet Team Performance Model. The Overview booklet contains several essays by John S. Saloma that illustrate and expand on the ideas laid out in the Theory of Process. 52 pages.

Options:		
Poster (Flat 20" x 30")	TOPP-3020(ft)	\$15
Poster (Folded 7.5" x 10")	TOPP-3020(fd)	\$15
Overview Booklet (download)	TOPB-3022	\$15

 The Overview Booklet is only available for download from our online store: store.grove.com



Group Graphics DVD

See how The Grove’s graphic processes work in these three classic Grove tutorials. Featuring an introduction by David Sibbet, these instructional videos (The Secret of Managing Displays, Graphic Improvisation, and Graphics—Just in Time) provide an animated look at both fundamental and advanced techniques for working with graphics as a facilitator. 147 min.

Options:		
1 Copy	DVD-0001	\$49
10 Pack	DVD-0001pk	\$441

Supplies



Charters Markers

Use the only marker specifically designed to work with all of our templates and optimized for graphic recording. Odor free, non-leaking, water-based, and long lasting, Charters have a durable chisel tip for creating thick or thin lines and letters.

Options:

Set of 8 Colors	CPS-1001	\$20
Black	CPS-1001bk	\$2.50
Blue	CPS-1001bu	\$2.50
Brown	CPS-1001br	\$2.50
Green	CPS-1001gr	\$2.50
Orange	CPS-1001or	\$2.50
Purple	CPS-1001pu	\$2.50
Red	CPS-1001rd	\$2.50
Yellow	CPS-1001yl	\$2.50



Facilitator's Travel Tube

Stop worrying about traveling with templates and paper. This hard plastic carrying case will hold rolls of paper or up to ten wall-sized Graphic Guide templates, and has wheels to facilitate easy transport. The Facilitator's Travel Tube allows you to check your supplies at the airport without fear of them being damaged en route to your next facilitation job or meeting.



width: 6 5/8"; depth: 5 1/2"
adjustable length: 48" to 83"
weight: 7lbs

FTT-1040 **\$129**



Paper Rolls

Use this poster-bond paper in workshops and meetings to record ideas.

Options:

48" x 25 yd roll	PBD-1025	\$45
48" x 50 yd roll	PBD-1050	\$65



Razor Knife

Cut tape and sheets from rolls of paper with this compact, retractable razor knife. Snap-off blades guarantee that a sharp edge is always available when you need it.

RK-1006 **\$10**



Sticky Notes

Organize your thoughts and fill in the blanks with large sticky notes. These sticky notes offer a uniquely large area for participants in meetings and workshops to clearly record their ideas. 25 sheets per pack.

Options:

Yellow 6" x 8"	LSN-1002Y	\$5
White 6" x 8"	LSN-1002W	\$5



Tape

Be kind to your templates and walls with our strong but gentle artist's tape. It blends well with paper, doesn't take paint off walls, and can even be used to cover mistakes. Comes in 60 yard by 1 inch roll.

WT-1004 **\$35**

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Team Performance

A three-day, hands-on immersion in the essential practices and visual tools to create and sustain high performing teams. Gain fluency with the Drexler/Sibbet Team Performance Model® to diagnose and address team issues. Learn practical tools to help team leaders working face-to-face and virtually do it themselves. Participants will practice team startup, assessments linked to best practices, and team tune-up activities. Create goals and plans linked to strategic objectives using visual tools. Learn team preventions and interventions for decision-making, problem-solving, conflict resolution and communication.

This workshop is for:

- New team leaders
- Managers and team sponsors creating team cultures
- HR generalists and business supporters
- Team consultants

Location:

San Francisco

Dates & Price:

Visit www.grove.com for a current listing of workshop details.



“The Team Leader Workshop provides a practical strategy for working with teams at the workplace, in the field, with the family, in the classroom. It is applicable in all situations.”

—Marie Mennes, Public Schools District Supervisor for Art Education, Miami Dade Unified School District

Strategic Visioning (SV)

This two-and-a-half day workshop introduces participants to The Grove’s flagship Visual Planning System—Strategic Visioning—a highly effective visual approach to strategic planning, decision-making, and large-scale organizational change. Participants learn how to use wall-sized Graphic Guide templates to focus direction with their clients, teams, or organizations. Each person leaves with a full set of Graphic Guides to put newly acquired skills into practice.

This workshop is for:

- Consultants
- Facilitators
- Organizational strategists
- Process managers
- Project managers
- Team leaders

Location:

San Francisco

Dates & Price:

Visit www.grove.com for a current listing of workshop details.



“An excellent resource—provides a process that business needs to excel in today’s competitive environment.”

—Brooke Anderson-Tompkins, President, First Priority Mortgage

Principles of Graphic Facilitation (PGF)

This three-day workshop focuses on developing skill in using graphics to lead group process in a highly engaging, interactive way. It is structured around David Sibbet's definitive book *Graphic Facilitation: Transforming Groups with the Power of Visual Listening*. Participants learn to draw, create large-format displays, record, and practice facilitating and receiving feedback. It is a full immersion in the best practices for applying visual language to group processes.

This workshop is for:

- Consultants
- Team and project leaders
- Managers
- Facilitators
- Trainers

Locations:

San Francisco

Dates & Price:

Visit www.grove.com for a current listing of workshop details.



"I came back from your Principles of Graphic Facilitation workshop energized and with a pack full of skills (and resources) . . . I wanted to tell you that it has been among the best workshops I have ever attended."

—Sylvia Vriesendorp, Institutional Development Specialist, Management Sciences for Health

Advanced Visual Facilitation (AVF)

This 3-day workshop is for visual practitioners who have discovered the excitement and usefulness of visual facilitation and want to learn more advanced practices. These practices fall into two streams: advancing facilitation and interpersonal skills, and gaining greater command of graphic frameworks. Through a combination of hands-on practice, gentle critique, role-play, discussion, and demonstration, participants will learn frameworks, models, and techniques to expand both their facilitation toolkit and their visual charting repertoire.

This workshop is for:

Experienced graphic facilitators who wish to augment their practice.

Location:

San Francisco

Dates & Price:

Visit www.grove.com for a current listing of workshop details.



"In meetings that focus on problem solving, visualization is a true power tool. It's no accident that designers, architects, and engineers, who think of themselves first and foremost as problem solvers, all use visualization centrally."

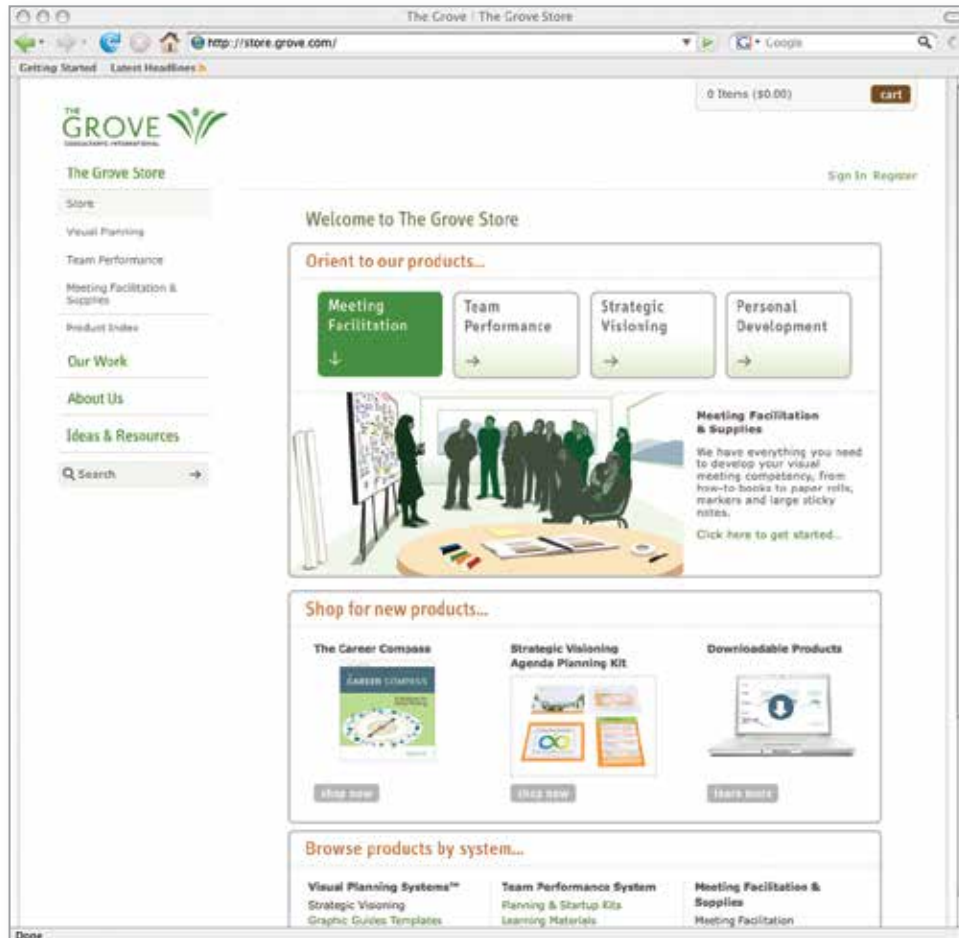
—David Sibbet, president of The Grove Consultants International

For more information about our workshops, visit our website, www.grove.com, or contact us at +1.415.561.2500 or training@grove.com.



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store.grove.com



10% off

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10CAT56

Code can be used one time.
Offer does not include Facilitator's Travel Tube.
Cannot be combined with other discounts.

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