



Victoria O. Macmillan

Mission Statements, Strategic Plans, Goals, and Initiatives...

By: Victoria "Tori" Macmillan , Certified Real Colors Facillitator, MBTI® Consultant





Mission Statements, Strategic Plans, Goals, and Initiatives... Which is the Most Important Factor for Success?

By: Victoria "Tori" Macmillan, Certified Real Colors Facilitator, MBTI® Consultant



All organizations, whether for profit or non-profit, strive to have these well-thought-out directives.

Although investment in tech, facilities, and content-rich websites can be significant factors for success, the most important investment an organization and its managers can make is in its people and training those people to work together towards a common goal. Creating and supporting an atmosphere where talent can be expressed and nurtured individually and through teamwork will poise that organization for great things.

The strength of a team is actualized by utilizing the full potential and uniqueness of each player (individual) and then supporting and empowering that individual to use their talents to achieve results in a collaborative way. A better understanding and appreciation of one's unique preferences leads to a better understanding and appreciation of the unique differences in others.

Creating and supporting an atmosphere where talent can be expressed and nurtured individually and through teamwork will poise an organization for great things.



Real Colors is the most effective and impactful assessment and experiential tool I have used in my career in Leadership Development. Working with a renowned hospital staff to execute major strategic changes in patient care is one example of how Real Colors is utilized.

Most people fear change.

However, when working together and seeing how each team member can help and support the unfolding of the “new” plan, stress and uncertainty can be reduced and forward momentum will increase with Real Colors workshops. Team members can then feel assured that those who tend to be:

BLUE will make sure that thoughtful, careful and honest communication will be emphasized.

GREEN will make sure that all of the data is researched and that the most logical solution is recommended.

GOLD will keep everyone on task, and maintain organization and efficiency.

ORANGE will be the fearless change leader, confidently ensuring that when problems arise, the team will successfully and creatively move to address them.

What I do through a Real Colors Workshop is create an opportunity for the participants to feel and experience the comfort and familiarity of who they are and what they bring to the workplace (*classroom in the case of youth*) or to friends/family.

I design experiential exercises for participants to see how they work with those who are similar in color preference and then how they work with differing color preferences. Most people describe my workshops as fun and enlightening!

At one of my recent Real Color’s Workshops, a manager shared: “*Just when I get used to the new plan, I go to a meeting and the direction of our group and the players involved has changed. I have to know who I am and be confident and expressive in my strengths so that I can move with the change and adapt quickly.*”

In the classroom, or in youth workshops, I help students develop a new language to describe their strengths and learning/communication style. Through mixed color-preference exercises, they learn to seek out the differing strengths in others to support their goals. The result: deeper self-awareness of their own leadership style that they can bring to their activities and interests.

*What I do through
a Real Colors
Workshop is create
an opportunity for
the participants to
feel and experience
the comfort and
familiarity of
who they are and
what they bring
to the workplace,
classroom, and to
friends and family.*



“Self-knowledge is the only basis for true knowledge.”

John Taylor Gatto, Famed Educator

This quote echoes the mission of what I strive to motivate in the participants of a Real Colors workshop so that they can use their gifts and talents most effectively in both the workplace as well as their personal lives.

Victoria “Tori” Macmillan is a Real Colors Facilitator, receiving her certification in 2007. She has worked with hospitals, government agencies, schools, for-profit businesses and other groups and organizations in the area of Leadership Development for the past 10 years. Tori received her B.S. in Commerce from the University of Virginia and spent the first part of her career in the banking industry in New York and Boston. She is also certified as a Myers Briggs Type Indicator (MBTI) consultant. Tori enjoys working with both adults and youth in the area of Leadership Development. She has served on various boards including the North Shore United Way and is currently an advisor to the Chewonki Foundation (Wiscasset Maine).

Tori can be contacted at: torimac27@comcast.net
or through her website: www.speakcolorwords.com.

