**RAFT SOAR Strategic Planning 2023**

**Strengths**

**Opportunities**

**Aspirations**

**Results**

**Interview questions**

1. Share a story, with as much detail as possible, about one of your best experiences in 2023 working for RAFT.
2. What are you most proud of as a member of RAFT?
3. What makes RAFT unique? From this answer, what can we build on?
4. Working for RAFT, what is your proudest achievement in the last year?
5. How do we leverage our strengths to get results?
6. What are the top three opportunities you believe RAFT should focus our efforts on?
7. How can RAFT best meet the needs of advocates, leaders, and organizations?
8. What are possible new programs/offers RAFT can focus on?
9. What new skills do we need to move forward?

**Notes**

**Interview Summary Sheet**

1. What was the most appreciative quotable quote that came out of the person you interviewed?
2. What was the most compelling story the person you interviewed told?
3. What is the most “life-giving” positive moment of the interview for you as a listener?
4. Describe a particularly creative and/or innovative example of belonging that emerged during the interview.
5. What three themes stood out most for you during the interview?

**Notes**

**Dream**

1. Review the list of themes from the whiteboard or the summary document.
2. Pick one or several themes that you, as a group, MOST want to create MORE of at RAFT.
3. Discuss what this selection of themes means to everyone in the group.
4. Optional questions to ask during discussion: Imagine that your themes are fully implemented at RAFT:
   1. What do we care deeply about?
   2. How can we work, learn, and enjoy each other so we meet and exceed expected results?
   3. What can we be the best at in our world/field?
   4. Who should we become?
   5. Where should we go in the future?
   6. What is our most compelling dream/aspiration?
5. Work together as a group to create a visual image illustrating the future when RAFT has created more of these themes in the organization.
6. Create your possibility statement/guiding statement – using your dream picture create a statement that describes RAFT in the future, as it will look like and feel like when the RAFT is at its best with these life-giving themes.

**Possibility Statement/2024 Guiding statement (split into groups of three)**

Create a statement that describes what the organisation will look like and feel like when all the chosen themes are at their best. This statement describes your organisation in the future as if all of the themes have been successfully implemented.

Use these questions to help create your possibility statement:

1. Does it stretch, challenge, or interrupt the status quo?
2. Is it grounded? Are there examples that the ideal is a real possibility?
3. Is it desired? Do you and the org truly want this future?
4. Is the statement affirmative and bold?
5. Does it provide guidance for the organization’s future as a whole?
6. Does it expand the zone of possible change?
7. Is it a high involvement process?
8. Can it be used to stimulate organizational learning?
9. Is it in the active voice (as if it already has been achieved, not “hope to, aim to, aspire to)

**Share possibility statements.**

**Design and Deliver**

In this section you are going to answer this big question:

How are you going to make this happen?

REMEMBER: focus your ideas and change process on the preferred future and possibility statement, without returning to problem solving methods. Focus on the positive.

**Design**

What part(s) of the dream and possibility statement you are excited to bring to life?

What ideas, projects, systems, etc. can the group brainstorm that will help bring the dream/possibility statement to life? Think of short term easy wins, as well as longer term possibilities.

Looking this list of ideas can you make a commitment, offer, or request to help move these ideas forward:

**Simple commitments:** actions that can be easily taken within 1-2 weeks and are within your current responsibilities and resources. (example: I commit to reviewing a current policy and rewriting it to match the preferred future)

**Offers:** offer a resource, expertise, time, funding, etc. to the group that will help bring an idea to reality. The more specific your offer the better. (example: I have experience with policies and would be happy to review and edit the new policy.)

**Requests:** ask for something from someone that you need in order to work on these ideas and make them a reality. (example: I need rewriting the policy to be an official project and need something else taken off my plate.)

To start: try to focus on high-impact/low-effort ideas to get some early wins and build up towards bigger ideas about change.

**Deliver**

* People convene to work on the initiatives they committed to
* Encourage improvisation – Fail. Learn. Grow.
* Notice and celebrate successes
* Use an appreciative eye with all existing process and structures
* Make AI a normal way of running organization