

# SOAR Analysis Activity

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| 10 minutes | <b>Welcoming and opening remarks</b>   |
| 10 minutes | <b>Overview of planning cycle and goals of the activity</b><br><i>Powerpoint presentation</i>  |
| 30 minutes | <b>Strengths: What can we build on?</b> <ol style="list-style-type: none"> <li>1. What have we done well so far?</li> <li>2. What are we most proud of so far?</li> <li>3. What positive aspects of the program have students, faculty, employers, and others commented on?</li> <li>4. What makes the program unique?</li> </ol>  |
| 30 minutes | <b>Opportunities: What are our best future opportunities?</b> <ol style="list-style-type: none"> <li>1. What changes do we expect to see in the next 3-5 years?</li> <li>2. What external forces or trends may impact our work?</li> <li>3. What opportunities exist for us?</li> <li>4. What are students, faculty, and/or the community asking for?</li> </ol>   |
| 10 minutes | <b>Break</b>   |
| 30 minutes | <b>Aspirations: What do we care deeply about?</b> <ol style="list-style-type: none"> <li>1. What difference do we hope to make?</li> <li>2. What does our preferred future look like?</li> <li>3. What projects, programs, or processes would support our aspirations?</li> </ol>  |
| 30 minutes | <b>Results: How will we know if we are successful?</b> <ol style="list-style-type: none"> <li>1. Considering our strengths, opportunities, and aspirations, what meaningful measures will indicate we are on track with achieving our goals?</li> <li>2. What measurable results do we want to see? What measurements will we be known for?</li> <li>3. What resources are needed to implement our most vital projects and initiatives?</li> </ol> |
| 20 minutes | <b>Wrap-up, finalize themes, debrief</b>   |

## References

- Srivastava, S., & Cooperrider, D. (1990). *Appreciative management and leadership: The power of positive thought and action in organizations*. San Francisco: Jossey-Bass.
- Stavros, J.M., Cooperrider, D L, & Kelley, D.L. (2003). Strategic inquiry appreciative intent: Inspiration to SOAR, a new framework for strategic planning. *AI Practitioner*. November, 10-17.
- Stavros, J.M. & Hinrichs, G.(2009). *The thin book of SOAR: Building strengths- based strategy*. Bend, OR: Thin Book Publishing Co.