

HARNESS YOUR STRENGTHS WITH S.O.A.R.

STRATEGIC PLANNING

THIS TOOL WILL HELP YOU TO:

- ★ identify and tap into your core strengths, assets, aspirations and opportunities to make an
- ★ impact and achieve measurable results
- ★ use creativity, out-of-the-box thinking and innovation to guide your strategy development
- ★ maintain a constructive, growth-oriented and possibility-focused brainstorming environment.

HOW TO:

Strengths, Opportunities, Aspirations, Results (S.O.A.R.) is an analytical framework that can be used for strategic planning and visioning.

- 1 Draw a 2 x 2 grid on a whiteboard or piece of butchers paper.
- 2 Start by brainstorming and listing your project's strengths.
- 3 Build upon each strength listed by asking 'What is our preferred future with each of these strengths?'. List these in the aspirations quadrant.
- 4 Consider any opportunities that may arise for your project.
- 5 Finish by listing what you need to achieve measurable results.

1. Strengths What are our greatest assets? Why are others helping you? What factors are helping you succeed?	3. Opportunities What are the best possible opportunities? What funding opportunities might you pursue?
2. Aspirations What is our preferred future? How do you want others to perceive your project?	4. Results What are the measurable results and impact? What difference will you make?

If working in a group, allocate time for each quadrant. Watch out for any negative thinking. Keep the energy up to stay inspired and constructive in order to maximise creativity and innovation.

S.O.A.R. is an alternative to S.W.O.T. analysis (Strengths, Weaknesses, Opportunities and Threats) in that it focuses on the positive elements of possibilities and inspiration, rather than negative thinking associated with weaknesses and threats. However, you may wish to use SWOT sometimes.



BRING IT TO A MAKE CHANGE HAPPEN MEETING

Report back

Describe the process of using this tool on your project. What insights did you gain? What changes will you make to your project as a result? Did you have any difficulties your Make Change Happen group could advise on? What tips on the tool do you have for your Make Change Happen group?

Practice run

Choose a topic for S.O.A.R. analysis. It's best to use your project. An alternative topic could be 'Our Make Change Happen group'. You'll need a whiteboard or large piece of butchers paper. Follow the steps and capture any insights generated.

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HARNESS YOUR STRENGTHS WITH S.O.A.R.

TAP INTO YOUR CORE STRENGTHS, ASSETS AND ASPIRATIONS.

COMBINE THIS TOOL WITH:

Map Your Political Power
Set Forces for Success
Cut Your Issue
Decide with Dotmocracy
Set S.M.A.R.T. objectives

NOTES

We acknowledge Jackie Stavros and her colleagues in developing the S.O.A.R. framework. For more information visit soar-strategy.com or contact John Loty, Appreciative Inquiry (www.appreciativeinquiry.net.au).