

Appreciative Inquiry 5D Process

SOAR analysis

STRATEGIC INQUIRY

Strengths

What are our greatest assets, exemplars, and most valued?

Opportunities

What are the opportunities for innovation and improvement?

Appreciative Intent

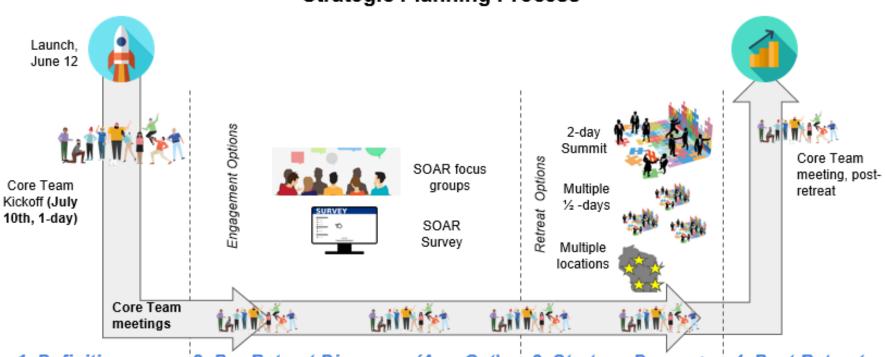
Aspirations

What is our preferred future? "Moonshot" hopes?

Results

What are the measurable results and desired impact?

Department of Revenue (DOR) Strategic Planning Process



1. <u>Definition</u> (July)

- Desired Outcomes/Topics?
- Who to involve?
- How best to engage?

2. Pre-Retreat Discovery (Aug-Oct)

- SOAR Analysis: Strengths, Opportunities, Aspirations + Results
- Seed and strengthen relationships internal and external

3. Strategy <u>Dream</u> + Design Retreat (Nov)

- Shared VISION
- 3-5 GOAL AREAS
- INITIATIVES by goal area
- ROADMAP key milestones, timeline

4. Post Retreat Delivery

- Action planning, cont'd
- Roles, structure for implementation
- Next steps for sustaining engagement and momentum