

# SOAR Strategic Planning Preparation

## Strengths Questions to Choose From

- What assets could we build upon?
- How does that reflect our greatest strength?
- What makes us unique?
- What could we be best at in our world?

## Opportunities Questions to Choose From

- How could we best meet the needs of our stakeholders, including customers, employees, shareholders & community?
- How could we reframe challenges to be seen as existing opportunities?
- How could we make sense of opportunities provided by the external forces & trends?
- What are the top 3 opportunities on which we could focus our efforts?

## Aspirations Questions to Choose From

- What are we deeply passionate about?
- Reflecting on Strengths & Opportunities conversations, who are we, who could we become & where could we go in the future?
- What are our most compelling aspirations that pull us forward?
- What strategic initiatives like projects, programs, processes could support our aspirations?

## Results Questions to Choose From

- What results from the last year really mattered?
- What results will matter most?
- What 3 - 5 indicators could create a scorecard that indicates progress toward the results we want?

# My Perspective

**Strengths:** What can we build on?

**Opportunities:** What are stakeholders asking for from us?

**Aspirations:** What do we care deeply about?

**Results:** How do we know we are succeeding?

# My Team's Perspective

**Strengths:** What could we build on as a team?

**Opportunities:** What are stakeholders asking for from our team?

**Aspirations:** What does our team care deeply about?

**Results:** How do we know our team is succeeding?

# Peer Perspective

**Strengths:** What could we build on?

**Opportunities:** What are our stakeholders asking for from us?

**Aspirations:** What do we care deeply about?

**Results:** How do we know we are succeeding?