



AI™-SOAR™ is definitely different from SWOT and traditional methods.

This provides another way to focus on (one's) strengths and includes the voices of relevant stakeholders.

Testimonials have been edited to enhance clarity.

APPRECIATIVE INQUIRY™ & SOAR™ WORKSHOP (AI™-SOAR™)

SYNOPSIS

Recognising success and positive reinforcement is powerful and can motivate one to greater success.

Appreciative Inquiry™ (AI™) is an art and practice of asking unconditional positive questions to discover the best in people, organisations and the world around them. By being appreciative of and analysing how to do more of what works, this heightens one's potential. This positive energy can also increase willingness and pace of mobilising changes, including those considered impossible.

SOAR™ (Strengths-Opportunities-Aspirations-Results™) is a strategic thinking and dialogue framework that complements AI™. By engaging relevant stakeholders in analysing strengths and opportunities, it facilitates creation of shared goals, aspirations and strategies and drives commitment towards achieving it.

WHO SHOULD ATTEND?

Group process facilitators seeking to advance their facilitation practice

- Your background
 - ▶ Completed SPOT on Facilitation™ workshop
 - OR
 - ▶ Have at least one year of process facilitation experience
- AND**
- Conducted at least one process facilitation event which must include
 - ▶ Determining requirements
 - ▶ Design session
 - ▶ Deliver session
 - ▶ Familiarity with core practices and tools used in process facilitation

HOW CAN THIS WORKSHOP BENEFIT ME?

- Build your readiness, comfort and competence to adapt to dynamic emergent process
- Learn how to help individuals mobilise change agenda
- Provide support to organisations in strategic formulation, planning and implementation

DURATION

- 1 day (7 hours/day excluding breaks)
- 9am to 5pm

WHAT MAKES US EFFECTIVE?

- Experimental learning
- Opportunities to practice
- Extensive feedback by peers and experienced workshop coaches

Please refer to www.fns.sg for workshop dates.

LEARNING OUTCOMES

Upon completion of this workshop, you will be able to:

- Apply Appreciative Inquiry™ (AI™) 5-D cycle (*Define, Discover, Dream, Design & Deliver*) to facilitate change
- Justify how AI™ can help you engage positive change core to discover the best in people, organisations and your environment
- Demonstrate AI™ process
- Use SOAR™ for strategic planning

WE NEED YOUR HELP!

We require 100% attendance and commitment from you due to the subject matter and methodology. We are unable to accept 'time-away' requests as this will disrupt the learning process for you and others.

WHAT WILL BE COVERED?

AM - Appreciative Inquiry™ (AI™)

- Principles and assumptions of AI™
- Problem solving Vs AI™
- AI™ interview - 4 foundational questions
- AI™ 5-D cycle - Define, Discover, Dream, Design, Destiny
- How to design AI™ Summit with feedback
- Debrief & possible applications of AI™

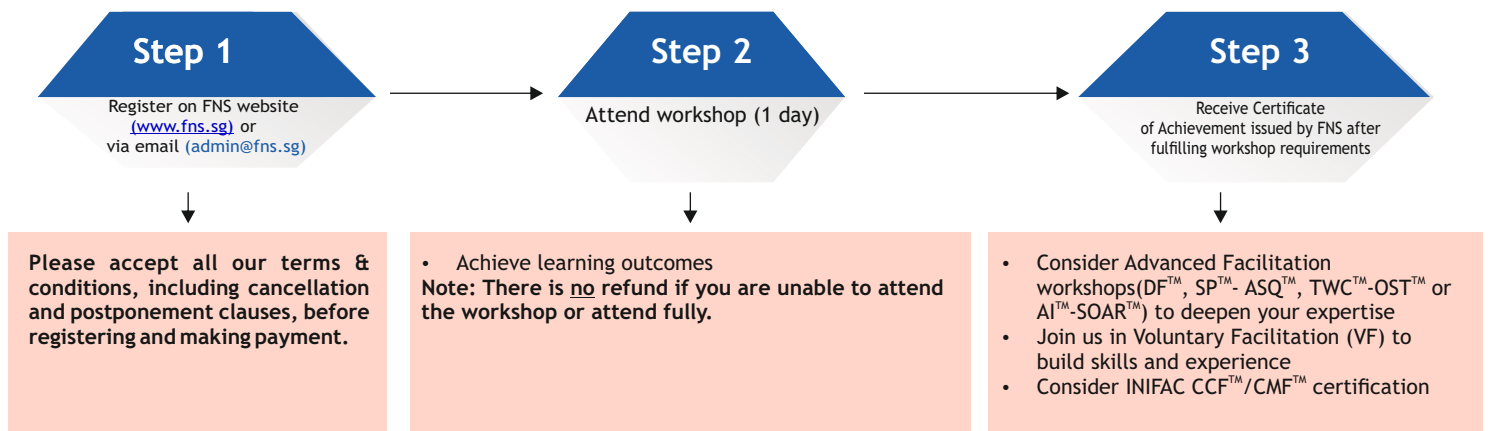
PM - SOAR™ (Strengths - Opportunities - Aspiration - Results™)

- SWOT Vs SOAR™ approaches to strategic planning
- Sample SOAR™ agenda
- How to do SOAR™ using 5-I approach
- Demonstration & debrief of SOAR™
- SOAR™ practice
- Debrief and possible applications of SOAR™

Participants will receive:-

- **The Thin Book of® Appreciative Inquiry™** by Sue Annis Hammond
- **The Thin Book of® SOAR™ Building Strengths-Based Strategy** by Jacqueline M. Stavros and Gina Hinrichs

I AM INTERESTED. WHAT SHOULD I DO?



VISION

To be the leading regional hub of competent facilitators.

MISSION

To advocate and raise the professional practice of process facilitation. To enhance the credibility of the profession and provide value-added services to our stakeholders.

ABOUT US

FNS started as an informal network of facilitators in 2003. FNS promotes and supports the art and practice of professional facilitation in Singapore and the region, through methods exchange, collegial networking and support services. As a social enterprise, FNS operates with the agility of a private enterprise with a non-profit intent.

FNS manages the Certified Competent Facilitator™ (CCF™) certification, endorsed by the International Institute for Facilitation (INIFAC). FNS organises regular learning and development activities for facilitators in Singapore and the region. Our trained facilitators also volunteer their services to voluntary welfare organisations (VWOs) and not-for-profit organisations

Besides professional facilitation training, FNS facilitates meetings such as corporate retreats, strategic planning, focus groups, teambuilding, problem solving, group decision making and organisation development consulting (OD).

VALUES

Authenticity: Upholding trustworthiness by being true to ourselves and others.

Inclusiveness: Fostering synergistic partnership amongst the private, public and people sectors and embracing diversity in people and facilitation methods.

Results-Oriented: Achieving objectives and outcomes through effective and responsible facilitation.

Volunteerism: Promoting the contribution of time and expertise for the benefit of our community as a social responsibility.

OUR WORKSHOPS

We conduct regular workshops such as :

- Certified Competent Facilitator™ workshop (CCF™)
- SPOT on Facilitation™ workshop
- Dynamic Facilitation™ workshop (DF™)
- Strengths Portrait™ & Ask Stupid Questions™ workshop (SP™ - ASQ™)
- The World Café™ & Open Space Technology™ workshop (TWC™ - OST™)
- Appreciative Inquiry™ & SOAR™ workshop (AI™ - SOAR™)

Please contact us at admin@fns.sg for customised training and/or facilitation services.

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