



## Appreciative Inquiry Approach to Strategic Planning Workbook

### *“Nothing About Us, Without Us”*

#### Welcome Message – Begin *Every* meeting with “What’s Right with You?”

#### **Controlling Idea**

The development of a shared vision is key to a strong and accessible recovery-oriented system of care.

#### **1. Participants will Know:**

- 1.1. The Georgia Story
- 1.2. The basics and value of the Appreciative approach
- 1.3. The importance and the role of peer support
- 1.4. How to organize around priorities

#### **2. Participants will Feel:**

- 2.1. Their strengths
- 2.2. The power of listening to all voices
- 2.3. The significance of knowing their history
- 2.4. Inspired to do this their way

#### **3. Participants will Believe:**

- 3.1. All voices should be heard
- 3.2. People in recovery should be included at every decision-making table
- 3.3. Together, they can create a shared vision that expands services and supports

#### **4. Participants will Do:**

- 4.1. Create shared commitments
- 4.2. Move forward with a shared vision
- 4.3. Bring communities participants together regularly
- 4.4. Design strategic initiatives for a new future



DAY 1	
1	The Georgia Story
2	Introduction to Appreciative Inquiry
3	Purpose Question
4	High Point Story

DAY 2	
5	What We Will NOT Tolerate
6	Starting from Strengths
7	Strengths Conversations
8	Building Strategic Initiatives
9	Construct Possible Action Plans
10	Choose Top 3 Action Plans



## DAY 1

*"When you are surrounded by people who share a passionate commitment around a common purpose, anything is possible!"*

*~Howard Schultz*

1. **The Georgia Story:** Presented by Gene Conroy, GC4R Assistant Executive Director
2. **Intro to Appreciative Inquiry:**  
AI Circle Diagram – Explain how the process works.



## 8 Appreciative Inquiry Assumptions

- In every society, organization, or group, something works
- What we focus on becomes our reality
- The language we use creates our reality
- Reality is created in the moment, and there are multiple realities
- The act of asking questions of an organization or group influences the group in some way
- People have more confidence and comfort to journey to the future when they carry forward parts of the past
- If we carry parts of the past forward, they should be what is best about the past
- It is important to value differences



... For the World?



## STRENGTHS: SMALL GROUP CONVERSATIONS

**Assign Roles:** Decide who at the “table” will handle each role below.

- i. **Discussion Leader:** Keeps the conversation on track. Ensures that each person who wants to speak is heard.
- ii. **Time Keeper:** Keeps group aware of time. Monitors report outs and signals time remaining to the person talking and/or for activities.
- iii. **Recorder:** Writes the group’s positive core themes on a piece of paper, using the group’s words. You can capture ideas that fell outside the themes on a separate page.
- iv. **Reporter:** Speaks for the group if there is an opportunity to present.

**Share High Point Stories in 60 Seconds:** Go around the table and each person shares their high point story in 60 seconds. Listen for key strengths (factors) that led to or created the high point stories. You and the recorder may group and arrange themes that are similar if helpful.

**Pick One Story:** As a group, select a story that stands out in a meaningful way.

## CONNECTING TO STRENGTHS A Story of Strength

4. **“High Point” Story** - Think for a moment about your experiences utilizing a Recovery Community Organization. When have you experienced or witnessed an RCO at its best, powerfully impacting a peer or the community? This story might have been your own experience or someone else’s.

What made it an amazing experience? What did you bring to this moment? Please describe this story in as much detail as possible.

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### Day 1- Homework Assignments:

- What we do NOT support? – Core Values guide the way to creating strong mission and vision for the group.
- Journal organizational Core Strengths. This information can be found in individual high point stories. Come prepared to engage in group discussion about this.

### DAY 2: Putting it into Action

#### 5. Review of Homework - Things you will NOT tolerate:

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Review Individual Lists

Core Value Exercise - Group activity

GCSA CARES Core Values: (To be used as an example)

- |             |              |
|-------------|--------------|
| • Hope      | • Recovery   |
| • Wellness  | • Integrity  |
| • Diversity | • Commitment |

**Group Core Values:**

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**6. Positive Core Strengths** - *As you reflect back on your high point story and any additional meaningful experiences you've had with recovery community organizations...*

- What are the 2-3 things you value most about your Recovery Community Organization that you want to keep, going forward?
- What 2-3 core strengths and/or success factors enabled your high point story or peak experience to happen?
- What are the things you value most about your RCO or Recovery Community Organizations? What do you want to make sure to keep or stay true to, no matter how much we grow and change in the future?

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**7. Strength Conversations: Share Positive Core Responses** Go around the group again and each person shares their 2-3 positive core items written down. You and the recorder may group and arrange themes that are similar if helpful.

**Identify & Capture Themes:** As a group, identify the (3-4) themes that emerged from both the High Point Stories and Positive Core Responses. Write each theme on a separate page and be prepared to share these as a group. Create additional note section to capture any ideas outside of the themes.

**8. Build Strategic Initiatives**

**Positive Core Strengths:**


**\*Strengths that work for interpersonal relationships and unity between organizations\***



**Identified Common Themes:**


**9. Action Plan for the Team**

**Strategic Initiative:** \_\_\_\_\_

<b>1) 1 Year Goals:</b> Looking ahead, what 2-3 action steps from our work today would reflect meaningful progress towards the success of your recovery community organization?	
<b>2) Short Term Action Steps:</b> What 5-7 actions do you suggest taking in the next 30-60 days, to make the smallest, yet most important progress toward our 1-year goals?	
<b>3) Strengths:</b> Which of the strengths discussed and shared today can you leverage, to help you achieve your goals?	
<b>4) Critical Stakeholders:</b> Who are the team members or stakeholders that will be important to the success of your efforts? What other resources may be required for success?	





**10. Choose Top 3 Action Plans:**

1. \_\_\_\_\_  
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\_\_\_\_\_
2. \_\_\_\_\_  
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3. \_\_\_\_\_  
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**Mission Statement:**

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**Vision Statement:**

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