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*Human Relations*

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For Immediate Release  
PRESS RELEASE

## **Appreciative Inquiry Planning**

Would you like a tool to help you or your organization start off the year on the right foot? The City of Springfield Mediation Service provides facilitation and planning for community organizations at no charge. We like to use a process called “Appreciative Inquiry.” This form of planning helps you build on your strengths.

In a typical planning process, you take a SWOT approach... Strengths, Weaknesses, Opportunities and Threats. In Appreciative Inquiry you avoid the negative aspects and take a SOAR approach, Strengths, Opportunities, Aspirations and Results. This a profoundly positive approach.

Our experience shows that this little shift in consciousness can have great results. You begin the process by focusing on your successes and strengths; the good that you have already accomplished. You look at your core values and strengths and then begin to talk about your hopes. Your hopes and opportunities get translated into “provocative propositions”, stating your aspirations in bold, exciting language as if you’ve already accomplished your goals. Then you do work sheets, working backward to develop a timeline for what you’ll need to do to accomplish your exciting plans.

Contact the Springfield Mediation Service for more information at 937.324.7696.