1. Welcome and introductions (10 min.)

2. Heartland Visioning – community goals (20 min.)

3. Topeka and Shawnee County Public Library –
   a. Re-envisioning TSCPL for the future Power Point (10 min.)
   b. SOAR (Strengths- Opportunities – Aspirations – Results)
      Analysis (40 min./ 10 min. for each element)
   c. Prioritize Aspirations with colored dots, what’s next, thanks and bye! (10 min)
SOAR ANALYSIS:
SOAR stands for Strengths – Opportunities – Aspirations – Results

It’s a way of assessing and describing an organization. It uses a process called appreciative inquiry to focus on an organization’s strengths, not its weaknesses.

SOAR encourages:
- collaboration
- shared understanding and collective wisdom
- representation of all stakeholders
- a wider perspective and whole-system analysis
- commitment to action
- utilization of strengths
- desire to build on strengths
SOAR Questions

Strengths: What can we build on?

• What is the library doing well?
• What is the library known for?
• What makes the library unique?
• What key resources give the library an advantage in a world where ebooks and Google are everywhere?

Opportunities: What are our best possible future opportunities?

• What changes do you expect to see over the next five years – in the community and in the state?
• As we look at the changes you’ve identified:
  - Which changes could have a positive impact on the library?
  - Where could the library make a difference?
• What are key areas of untapped potential for the library?

Aspirations: What do We Care Deeply About?

• What kind of community do we want? What are the most important attributes or essential components?
• If you could wave a magic wand and transform this community, what change would you most want to see?
• Thinking more globally – as you reflect on the changes happening in the world today describe one that gives you hope. How might this community respond to this one big hope?

Results: How will we know we are succeeding?

• Considering our strengths, opportunities, and aspirations, how will we know we are on track in achieving our goals?
• What measurable results do we want to see? What measurable results will we be known for?
• Imagine that it is 2020 and Topeka and Shawnee County has been recognized as one of the five best communities in the country. What is said in the proclamation? What did we do to receive this recognition?