

## Unlimited Possibilities Powered by OhioNet Strategic Planning

Unlimited Possibilities Strategists facilitate a model of strategic planning called EXPLORE, which is rooted in philosophies and processes from the field of Appreciative Inquiry. This results in a planning process that:

- Is inclusive, collaborative, and one in which people feel heard. This is not a “top-down” approach
- Helps develop and cultivate relationships
- Develops an “Explorer Mind” practice
- Generates excitement, engagement, and enthusiasm

Results in a plan that includes a vision, values, and key strategic directions that many stakeholders and all staff helped to co-create. People support what they help to create.

And includes implementation support to ensure your success. We consider ourselves to be your partner on your journey.

The strategic planning process outlined below can be accomplished over approximately five to six months.

### Preparation-Embark on the Journey

A **Strategic Planning Committee** will be formed that should consist of 12-15 members. It should be a cross-functional representation from different levels of the organization. The role of the Strategic Planning Committee will be to work closely with the strategists throughout the planning process. **They will attend three meetings and they will interview stakeholders** to discover stories about their best experiences and their wishes for the future.

The consultants will meet with the Strategic Planning Committee to **kick-off the process during a full-day event**. During this time the Committee will be introduced to the strategic planning process. They will also identify individuals and groups they want to interview and engage, and they will receive instructions and practice in conducting the appreciative interview and note taking.

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### Examine the Lay of the Land

During this phase of the planning process, we will:

- Design, execute and analyze a community survey.
- Compile and analyze trends in usage over a 5-year period.
- Compile key demographic information about the library's service area.
- Facilitate focus group inquiries
- Facilitate staff in exploring societal and consumer trends
- Compile an Exploration book from the outputs of the interviews and focus group inquiries. The "Exploration Book" will be a collection of narratives: quotes, high point stories, and ideas for the future that will be used during the all-staff Exploration Summit to collectively identify and co-construct the themes to take forward into the future.

### Look for New Paths

We will facilitate a **one-day Exploration Summit** with the **full staff of the library** to be invited. Additional stakeholders may also be invited, such as trustees, volunteers, community leaders, faculty, library super users, etc. During this summit, attendees will engage in dialogue with one another to explore strengths, best experiences, and core values. They will also imagine the preferred future of the organization and identify strategic opportunities to move the organization towards those desired futures. We will compile the outputs from the summit to take forward into the design phase.

### One Step at Time...Move Forward (Design the Plan)

Following the Exploration Summit, the **Planning Committee** will come together again for a **half-day meeting** to refine and prioritize the values, vision, and key strategic directions as well as develop goals. This concludes the work of the Planning Committee.

**Library staff (full staff or partial staff) will now meet for a full-day** to operationalize the plan and identify initiatives to achieve the goals, measurable objectives, and organizational competencies, resulting in a draft plan.

We will review the draft strategic plan with the library director, and after making revisions as needed, will submit a final plan.

### Enact and Evolve

We will provide **3 months of coaching via virtual meetings** as you implement the plan.

### Reflect and Re-route as Needed

At the end of year one of your new strategic plan, we will return to your library to facilitate a "Valuation Retreat" staff session to review the progress and effectiveness of your initiatives and assist you in making adjustments as needed.