

SOAR Model Analysis (Appreciative Inquiry)

S

Strengths: *What can we build on?*

- What are we most proud of as an organization?
- What makes us unique?
- What is our proudest achievement in the last year or two?
- How do we use our strengths to get results?
- How do our strengths fit with the realities of the marketplace?
- What do we do or provide that is world class for our customers, our industry, and other potential stakeholders?

Aspirations: *What do we care deeply about?*

- When we explore our values and aspirations, "what are we deeply passionate about?"
- Reflecting on our Strengths and Opportunities conversations, who are we, who should we become, and where should we go in the future?
- What is our most compelling aspiration?
- What strategic initiatives (projects, programs and processes) would support our aspirations?

A

Opportunities: *What are our stakeholders asking for?*

- How do we make sense of opportunities provided by the external forces and trends?
- What are the top three opportunities on which we should focus our efforts?
- How can we best meet the needs of our stakeholders?
- Who are possible new customers?
- How can we distinctively differentiate ourselves from existing or potential competitors?
- What are possible new markets, products, services or processes?
- How can we reframe challenges to be seen as exciting opportunities?
- What new skills do we need to move forward?

Results: *How do we know we are succeeding?*

- Considering our Strengths, Opportunities, and Aspirations, what meaningful measures would indicate that we are on track to achieving our goals?
- What are 3 to 5 indicators that would create a scorecard that addresses a triple bottom line of profit, people, and planet?
- What resources are needed to implement vital projects?
- What are the best rewards to support those who achieve our goals?

R

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JA Banks



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America's Forgotten Student Population Angela Long, Christopher M. Mullin, 2023-07-03 Constituting one in twelve of adult Americans GED certificate holders comprise a major pool of underdeveloped human capital in our society They are a resource that will be sorely needed as boomers reach retirement and the traditional pipeline of 17 23 year olds falls short of filling our growing workforce needs Although these nontraditional students can potentially meet our future workforce demands and although half of them enter post secondary education half of those who do so drop out of college for lack of basic support systems often at the very same institutions that provided programs of retention while they were earning their GED and completing basic Adult Education classes Yet national data collected by the National Center for Educational Statistics reveals that GED certificate holders who persist to their second year of community college studies accumulate grade point averages equal to high school graduates refuting widely held beliefs that GED earners are not capable of rigorous academic work This is the first book to remedy the dearth of data on this forgotten population to present original research on these students describing their characteristics and motivations and to provide proven models for identifying retaining and graduating this under counted and underestimated cohort It addresses the issue of the pipeline from GED centers to postsecondary education and includes first person narratives that offer vivid insights into GED earners resilience and needs As this book reveals more than 40 percent of community colleges responding to a 2010 ACT survey have no one responsible for coordinating retention efforts and more than half have no goals for first year student retention and estimates that community colleges are cumulatively foregoing over 1 5 billion in revenues as the result of failing to retain their GED populations This book is a comprehensive resource for college administrators and for educational policy makers and researchers offering both broad policy recommendations and tested ideas and models that can be implemented at the state and institutional level **What Works in Teaching and Learning** ,2004 **The College Buzz Book** Carolyn C. Wise, Stephanie Hauser, 2007-03-26 Many guides claim to offer an insider view of top undergraduate programs but no publisher understands insider information like Vault and none of these guides provides the rich detail that Vault s new guide does Vault publishes the entire surveys of current students and alumni at more than 300 top undergraduate institutions Each 2 to 3 page entry is composed almost entirely of insider comments from students and alumni Through these narratives Vault provides applicants with detailed balanced perspectives *Promoting American Competitiveness* United States. Congress. Senate. Committee on Commerce, Science, and Transportation. Subcommittee on Competitiveness, Innovation, and Export Promotion, 2013 Resources in Education ,1994 Congressional Record United States. Congress, 1997 *The Harvard Education Letter* ,2003 *Stars of the Sky, Legends All* Ann Lewis Cooper, Sharon Rajnus, With the full force of culture and convention ranged against them women have nonetheless been taking to the air almost from the first And because of all the obstacles they have faced these women in aviation have had to show a rare degree of courage ambition and skill Stars of the

Sky celebrates these women the wildly daring the pioneering and the implacably determined and their remarkable achievements In profiles illustrated by aviation artist Sharon Rajnus accomplished writer and flight instructor Ann Cooper introduces readers to fifty female stars of the sky Among these women are many firsts first black female aviator first female aircraft designer first woman to fly solo around the world first female Airline manager and first female Thunderbolt pilot Rajnus also profiles women who have made singular contributions from a flight surgeon and a daredevil sky writer to an Eskimo Bush pilot and air traffic controller as well as record setters such as a long distance record holder a Hellcat test pilot and a golden age Air Racer The pictures and stories in Stars of the Sky bring these women their personalities their passion for flying and their legend worthy experiences to clear colorful and vibrant life **New York Magazine** ,1986-01-13 New York magazine was born in 1968 after a run as an insert of the New York Herald Tribune and quickly made a place for itself as the trusted resource for readers across the country With award winning writing and photography covering everything from politics and food to theater and fashion the magazine s consistent mission has been to reflect back to its audience the energy and excitement of the city itself while celebrating New York as both a place and an idea **El-Hi Textbooks and Serials in Print** ,1985 **Indianapolis Monthly** ,2007-09 Indianapolis Monthly is the Circle City s essential chronicle and guide an indispensable authority on what s new and what s news Through coverage of politics crime dining style business sports and arts and entertainment each issue offers compelling narrative stories and lively urbane coverage of Indy s cultural landscape *Backpacker* ,2007-09 Backpacker brings the outdoors straight to the reader s doorstep inspiring and enabling them to go more places and enjoy nature more often The authority on active adventure Backpacker is the world s first GPS enabled magazine and the only magazine whose editors personally test the hiking trails camping gear and survival tips they publish Backpacker s Editors Choice Awards an industry honor recognizing design feature and product innovation has become the gold standard against which all other outdoor industry awards are measured Popular Mechanics ,2000-01 Popular Mechanics inspires instructs and influences readers to help them master the modern world Whether it s practical DIY home improvement tips gadgets and digital technology information on the newest cars or the latest breakthroughs in science PM is the ultimate guide to our high tech lifestyle Atlanta Magazine ,2005-01 Atlanta magazine s editorial mission is to engage our community through provocative writing authoritative reporting and superlative design that illuminate the people the issues the trends and the events that define our city The magazine informs challenges and entertains our readers each month while helping them make intelligent choices not only about what they do and where they go but what they think about matters of importance to the community and the region Atlanta magazine s editorial mission is to engage our community through provocative writing authoritative reporting and superlative design that illuminate the people the issues the trends and the events that define our city The magazine informs challenges and entertains our readers each month while helping them make intelligent choices not only about what they do and where they go but what they think

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