



Session Outcome Report

Prepared for:



The Founder's Group

Monday, July 1, 2019



Introduction

Integrus Women was invited to lead a strengths-based strategic planning session using the 5-D Method for The Founder's Group (FG). One pre-work session was held with Mikhail followed by a strategic AI workshop hosted with the founding members at WorkWell. The goal of this convening was to advance team collaboration and clarify the future vision in order to generate meaningful ideas and engagement on behalf of the whole system. The 1.5-hour session moved participants through several activities, as well as a micro introduction to the Appreciative Inquiry approach.

Participants in this event had the opportunity to:

- Reflect on and share stories about what makes The Founder's Group unique and different while identifying its strengths
- Collaborate with other members of the team to identify common strengths and values
- Study "moments of excellence" and co-create future visions for the FG

This report captures the key outputs generated by The Founder's Group members which we hope will serve as a resource for the organization moving forward.

Please feel free to contact Integrus Women with any follow up questions or if you're interested in conducting a follow up session.

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Pre-Work

1 Pre-Work session was held prior to the main event

Items Discussed:

- Purpose behind organization and individual involvement
- Appreciative Inquiry Overview
- Hopes and Aspirations

When asked "What are your greatest hopes and aspirations for the outcome of this strategic planning initiative?" the following responses were generated:

- Provide support for all members
- Values of community, work-life integration, transparency and collaboration
- Want to create mentorship opportunities
- Deep trust and impact





Main Event

Monday, July 1, 2019

2:30pm-4:00pm



8 members of the Founder's Group came together to engage in a strengths-based strategic process using the Appreciative Inquiry framework. We focused on the 2 D's of the cycle: Define and Dream.



Activity #1

Purposeful Connecting

Questions Used:

1. Reflect for a moment about your experience over the months or years as a member of the Founders Group. During this time, there have likely been a variety of experiences and memories. I would like you to reflect on a peak experience now -- a time that stands out from the others in a positive and meaningful way. A time when your connection to The Founders Group (or any other learning community) gave you a depth of value that was lasting, fulfilling or purposeful. Please share your story of what happened and why it was such a peak experience for you.
2. Even as the Founders Group evolves and strengthens, and as we co-create our future, it is important that we honor that which is already strong, healthy and highly valued within our community. What 2-3 values, traditions and/or experiences do we want to keep, no matter how much The Founders Group evolves, grows or transforms?

Activity: Participants were given time to journal their answers to the Purpose Questions above. Next, participants paired off with someone they "didn't know as well" to share their answers. Afterwards, participants came together in groups of 4 to introduce the 2-3 most memorable and inspiring things shared by their partners. To close, several participants were invited to share with the whole room, their own response or a partner's response which inspired them along with any meaningful takeaways.

Outcome: This activity creates space for the attendees to pause and reflect on the importance of the work they are about to engage in, as well as connect with their own purpose and motivations for attending the event. It creates the opportunity to connect with someone new and engage in meaningful dialogue in a safe environment, while many times uncovering shared purpose and motivations. Perhaps most importantly, it allows the event to open with the participants' voices, which has deep symbolism. This opening activity sets the stage for the remainder of the program, while also moving people into a collaborative and open mindset





Activity #1

Purposeful Connecting

Takeaways gathered from Group Shares and Individual Conversations:

1. Purpose = growth of each individual
2. collaborative - step outside of yourself
3. Lessons on operations
4. Servant leadership
5. Circle of trust and group conversations
6. Nimble; our group goes with the flow
7. Find commonalities; similar values/pursuit
8. Structure is important
9. Like when Mikhail kicks off the meeting - he is the core
10. We all have similar values
11. Like that we can only miss 2 meetings
12. Like that meeting changes locations
13. Like having diversity of speakers come to the group because we don't know what we don't know
14. Cross-pollinating
15. Impact/Philanthropy
16. Championing Moments



Activity #1

Purposeful Connecting





Activity #2

Imagining the Future of FG

Questions Used:

1. Put yourself 5 years into the future, into 2024. Visualize the ideal Founder's Group (FG) and the impact that you would like to see it making. Be bold, avoid any constraints, as you think about a radical future for this organization. What images of the future would give you the highest sense of hope, pride and community? What images would be the most meaningful and attractive to you?
2. What are some ideas of valuable innovations? What are some of your bolder ideas? Consider elements like these:
 - a. How has FG found new ways to create connectivity, authenticity and add value between members?
 - b. How has FG found new ways to add teaching around our values?
 - c. What mentoring opportunities does the FG provide that is meaningful and valuable to its mentors?
 - d. What surprising new ideas do you see that FG may have never even considered?
 - e. How has the culture strengthened, evolved or transformed, making the group even more unique, connected and successful? What makes this vision exciting to you? How does this vision help us unlock hidden opportunities for FG to create and add value?

Activity: Participants were given time to journal their answers to the questions above. Next, participants created groups of 3-4 to share their stories in small groups. Afterwards, the group identified common themes between their stories of future visions and created a summary of their findings by presenting in a creative way.

Outcome: This activity helps anchor the participants to real stories from their own past experience, giving the groups a legitimate sense of meaning and purpose. It also helps to clarify what is already working within the FG. Furthermore, it deepens their relationships by the essence of the conversation, while strengthening their sense of bond/connection, as they will see a deeply shared meaning emerge from the dialogue. Finally, by having the groups find themes/patterns across their stories, they will uncover the "success factors" of their most meaningful moments and commonalities for the future.





Activity #2

Imagining the Future of FG





Activity #2

Imagining the Future of FG

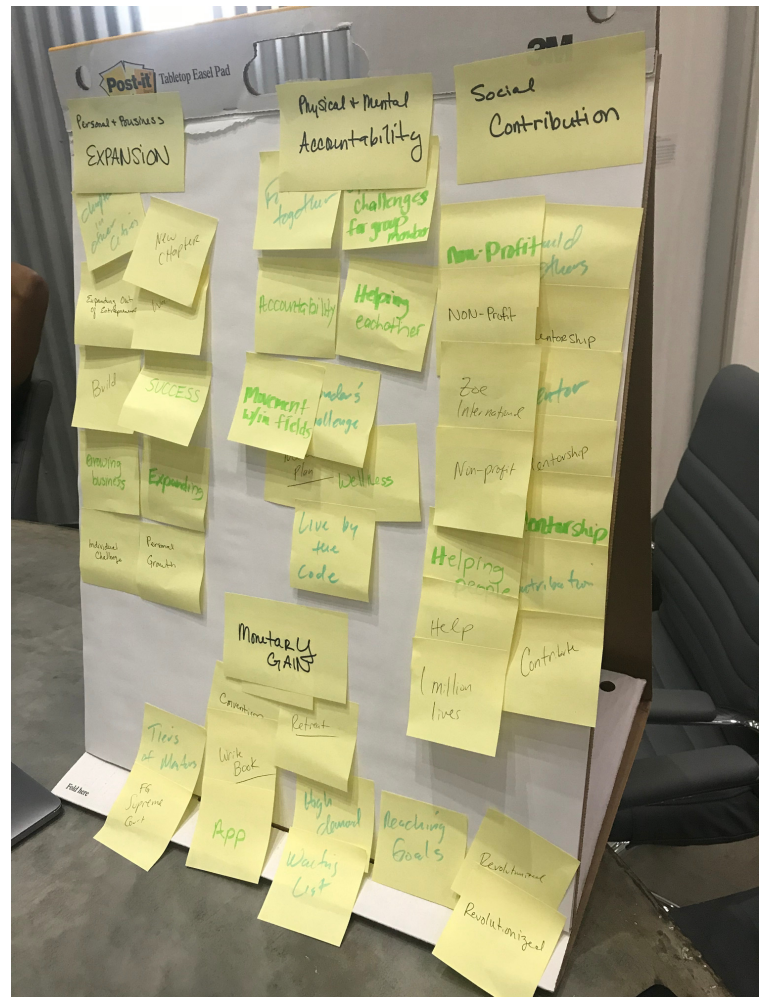
Future Visions Identified:

Expansion

**Physical & Mental
Accountability**

Social Contribution

Monetary Gains





Activity #2

Imagining the Future of FG

Future Visions
Identified:

Socialize

Community

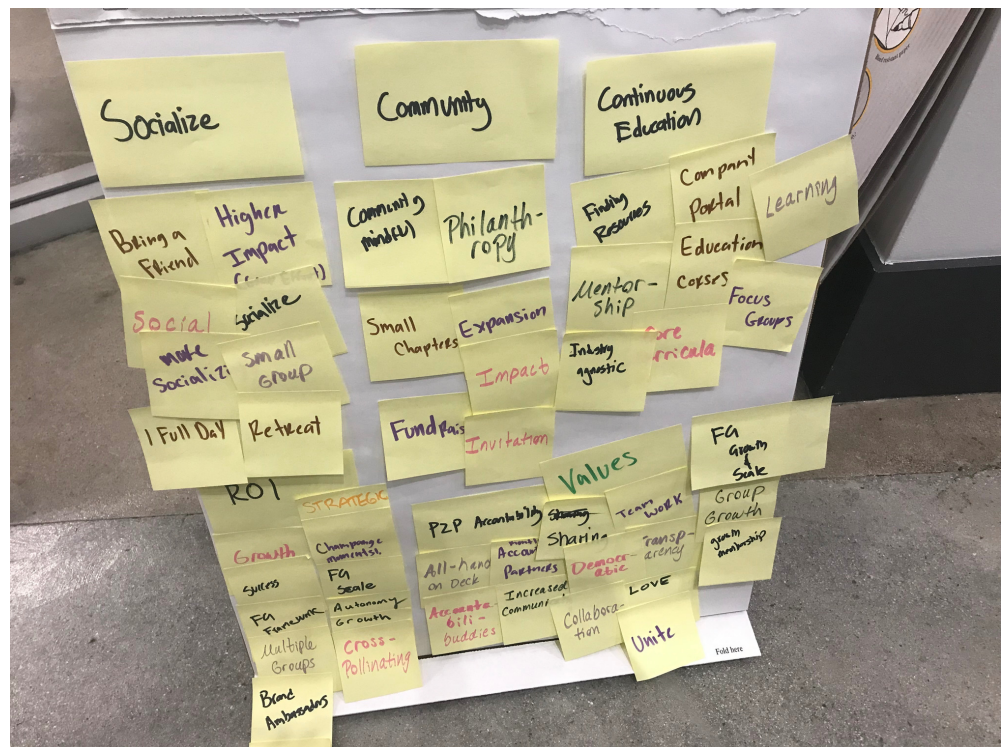
Continuous
Education

Values

ROI

Growth to Scale

P2P Accountability





Activity #2

Imagining the Future of FG

