

# CREATIVE CONSULTATION WORKSHOP

August 8, 2020 · 4:30 – 7:30pm

**Gymnastics**  
**ENERGY**

# AGENDA

August 8, 2020

## Introductions

Appreciative Inquiry & Goal Setting

**4:30–4:45pm**

## Discovery Session

Discussion  
Worksheets  
Discussion

**4:45–5:15pm**

## Dream Session

Discussion  
Worksheets  
Discussion

**5:30–6:00pm**

## Crafting the Values

Heart of Vision and Mission

**6:15–7:00pm**

## Final Round-up & Next Steps

Open Forum  
Thank You

**7:00–7:30pm**

### VISION

A vision is a shared belief about the future that can be created. A vision statement is a concise, clear, well-articulated set of words that will describe Gymnastics Energy's vision to internal and external stakeholders.

### MISSION

Achieves the vision.    Goals: Achieves the mission.    Strategies: Achieves the goals.  
Actions: Achieves the Strategies

## Workshop Facilitation

**Dianne Wright - Partner, ChimpAgency** [di@chimpagency.ca](mailto:di@chimpagency.ca)

# FIVE PRINCIPLES OF APPRECIATIVE INQUIRY

- 1 Every organization has strengths. Appreciative Inquiry discovers and celebrates those strengths.
- 2 Appreciative Inquiry is collaborative. It asks that you be open to learning together.
- 3 Appreciative Inquiry is an artful search. It uncovers the best of what we do and creates conditions under which this knowledge can be shared and nurtured across the organization.
- 4 Appreciate Inquiry is inclusive. It invites participants from every corner of the organization to become involved.
- 5 Appreciate Inquiry is productive. It creates the conditions in which stakeholders can come together to redefine the creative culture of the organization.

## Your Role

- Bring an open mind, flexibility and humility
- Speak with clear intention, listen with attention
- Be present in the moment
- Stay curious, in learning mode, ask questions
- Share thoughts, feelings, dreams
- Suspend assumptions and biases
- Listen to understand, connect and appreciate
- Take time to be silent, think and reflect
- Create meaning together

# A BRIEF OVERVIEW

## **Appreciative Inquiry in “4-D”**

Appreciative Inquiry is based on the simple assumption that every human system (individual, group, or organization) has something that works well, and those strengths can be built upon to create an even stronger, brighter future.

## **Today**

Today we will complete steps 1 & 2 to craft the values, vision & mission.

**DISCOVERY:** We will discover and develop a rich description of Gymnastics Energy. We will share and learning from stories of best practices, innovations and exemplary actions.

**DREAM:** We will identify the organization’s positive potentials, culture, bold and compelling visions and identify opportunities for the future.

If we want to set a second date in the coming months we could then complete a Strategic Plan Draft to present at the AGM. The following 2 elements take the foundations and build a plan into strengthening and creating achievable tasks to ensure goals are met.

**DESIGN:** Involves making choices about “what should be” within Gymnastics Energy. It is a conscious re-invention and co-creation of the strategies, structures, culture, processes and systems needed to achieve Gymnastics Energy’s ideals.

**DELIVERY:** Initiates a series of inspired actions that support the strategies and ongoing work at GE. It focuses on professional, organizational and BofD commitments moving the path forward.

## **Ap-pre’ci-ate**

v., 1. to value; recognize the best in people or the world around us; affirm past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems.  
2. to increase in value, e.g., the economy has appreciated in value. Synonyms: prize, esteem, and honor.

## **In-quire’**

v. 1. to explore and discover. 2. to ask questions; to be open to seeing new possibilities. Synonyms: discover, search, systematically explore, and study.

# BACKGROUND HISTORY

## **Gymnastics Energy:**

As set out in the Letters Patent, the objects of the Corporation are as follows:

- 1 to promote the physical fitness and general health of the community through the teaching of the sport of gymnastics;
- 2 to organize and participate in gymnastics competitions;
- 3 to provide for the technical training and advancement of coaches, judges and other officers and officials involved with the sport of gymnastics; and
- 4 to promote the sport of gymnastics within the general community.

**Is this accurate? Have the objectives changed, remained the same or evolved?**

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**What does each numbered statement mean in your opinion?**

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# DISCOVERY SESSION

If Gymnastics Energy was a celebrity, who would it be? And why?

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If Gymnastics Energy was an everyday object or food what would it be? And why?

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Please rank in order of importance what is the most meaningful from 1 to 7.  
(1 being most, 7 being least)

- \_\_\_\_\_ People – staff
- \_\_\_\_\_ People – athletes
- \_\_\_\_\_ People – members
- \_\_\_\_\_ Programs
- \_\_\_\_\_ Location
- \_\_\_\_\_ Community
- \_\_\_\_\_ Leadership

What is Gymnastics Energy's greatest strength or attribute?

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*The real voyage of discovery consists not in seeking new landscapes but in having new eyes.*

– Marcel Proust

**Values, Vision & Mission build strong foundations.**

Tell the GE story:

Please share 5 adjectives or words that best describe Gymnastics Energy:

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Please share 5 adjectives or words that best describe Gymnastics Energy Members & Athletes:

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Please share 5 adjectives or words that best describe the future for Gymnastics Energy

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How is Gymnastics Energy different today from your first day of work? What has changed?

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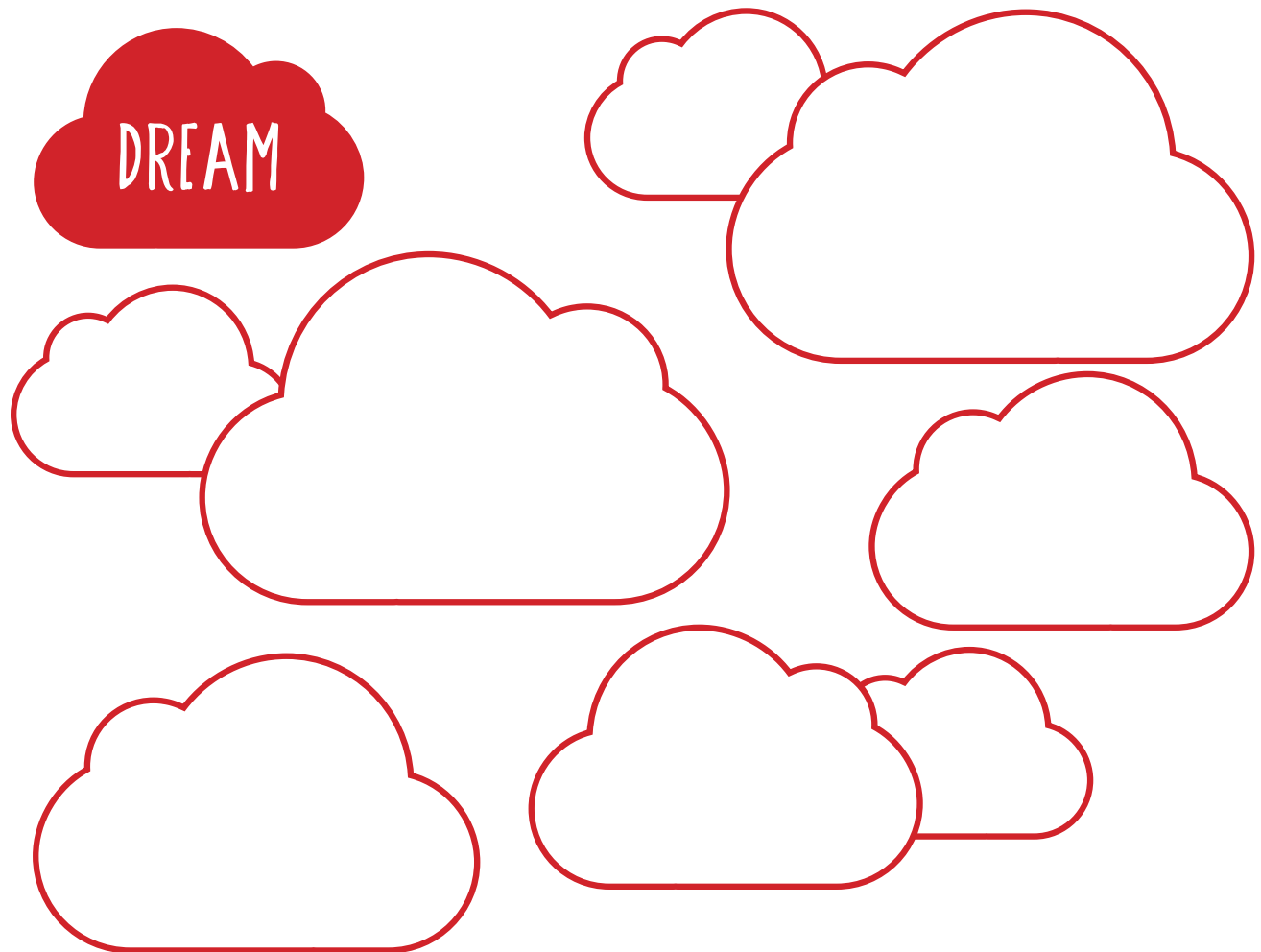
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# DREAM SESSION

## Dream Big

Using your table sheets and/or workbook, use the cloud spaces to answer the following questions. Feel free to add any of your own dreams to the clouds.

- 1 What impact do you hope to have as a staff or board member?
- 2 What one word do we want to own in the minds and hearts of our members, athletes, coaches and community?
- 3 What would you like to see change in the next year and beyond?





*A dream you dream alone is only a dream,  
a dream you dream together is reality.*

– John Lennon

## **Gymnastics Energy Storytelling**

Use the speech bubbles to tell a short story of positivity at Gymnastics Energy.

