



Resilience for Advocates
through Foundational Training®

About RAFT

Resilience for Advocates through Foundational Training

RAFT supports organizations and advocates to cultivate human-centered workspaces through foundational wellness practices, resources, and training to build resilience and promote a positive gender-based violence advocacy ecosystem. *



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Appreciative Inquiry Facilitation

When organizations think about change, the conversation usually starts with what's broken, missing, or not working. And while well-meaning, this can stir up tension and burnout among your team.

Appreciative Inquiry (AI) flips that script.

Instead of asking “what’s wrong,” AI helps you explore **what’s working, what people love, and what you want more of** in your workplace. That doesn’t mean ignoring challenges—it means approaching them through a lens of **possibility, strength, and shared success**. Here’s the big idea:

Organizations grow in the direction of the questions they ask.

So imagine the difference in morale and energy when your team is exploring turnover...



Traditional approach: What’s causing people to leave, and how do we fix it?



Appreciative Inquiry approach: What makes people love working here—and how can we build on that?

Both approaches aim to reduce turnover—but AI gets you there by **amplifying what already works**, boosting motivation instead of draining it.

By the end of a full AI facilitation with RAFT, your team will walk away with:

- ✓ A future vision your team is excited about
- ✓ Concrete, strengths-based projects to help you get there

Curious to learn more?

Check out the simple outline of our Appreciative Inquiry process below. Then, if you're feeling inspired, reach out to RAFT's Outreach Team to book a **complimentary 1-hour introductory meeting for your leadership team**. We'll walk you through the AI approach and help you decide if a full facilitation is right for you.

RAFT Appreciative Inquiry Facilitation

DEFINE	DISCOVER	DREAM
<p>Identify the topic your organization will explore and create the questions you will ask.</p> <ul style="list-style-type: none">★ Gain a better understanding of appreciative inquiry.★ Determine the topic you want to explore as an organization.★ Select a core group to begin the appreciative inquiry process.★ Create an interview guide unique to your organization and topic that will guide the inquiry.	<p>Use interviews to explore what is working in your organization and reveal the positive themes that give your organization life.</p> <ul style="list-style-type: none">★ Complete paired interviews using your interview guide to explore the topic.★ Identify what is working in your organization and the positive themes about the topic.★ Collect the positive themes to discover what is giving life to your organization and the topic.★ Use these positive themes as a guide moving forward.	<p>Use your themes to create an image of a positive future your organization will work towards.</p> <ul style="list-style-type: none">★ Small groups use positive themes to create an image representing your organization's future.★ Small groups use positive themes to generate a possibility statement for your organization's future.★ Images and possibility statements are shared to help generate a preferred future for your organization.

DESIGN

Come up with the action plan your organization will use to make the future image a reality.

- ★ Brainstorm concrete projects and steps your organization can implement.
- ★ Quickly create prototypes of these projects to see if they are viable
- ★ Team makes commitments to continue working on prototypes while exploring new projects that are discovered.

DELIVER

Teams in your organization get to work making the design projects a reality, finding new projects, and moving your organization forward.

- ★ Self-organizing teams continue to work on design projects.
- ★ Projects are adapted as you learn more about what will work in your organization.
- ★ RAFT team provides ongoing support and coaching to help your projects get completed.
- ★ Your organization continues to use an appreciative inquiry approach moving forward.

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