

AUGUST 2025



# ToP Network CONNECTIONS

## HELLO,

In this newsletter issue we'll provide an update on the ToP Network strategic planning process done in early 2025.

This plan reflects our shared commitment to co-creation, reflection, and transformation.

Thank you to everyone who has contributed—your time, vision, and leadership are powering our future.

Watch your inbox for regular updates and ToP Network news!

Let's keep moving forward, together.

*The ToP Network Board*



## STRATEGIC PLAN

In early 2025, the ToP Network launched a participatory strategic planning process to shape our next 3–5 years. Ronda Alexander and Librada Estrada facilitated the sessions. Over 40 engaged members contributed their vision, insight, and energy through two key gatherings:

### Strategic Planning Session

**(Feb 21–22)** – where we defined our vision and key directions.

### Focused Implementation Session

**(Apr 25)** – where we developed concrete, actionable steps to bring this strategy to life.



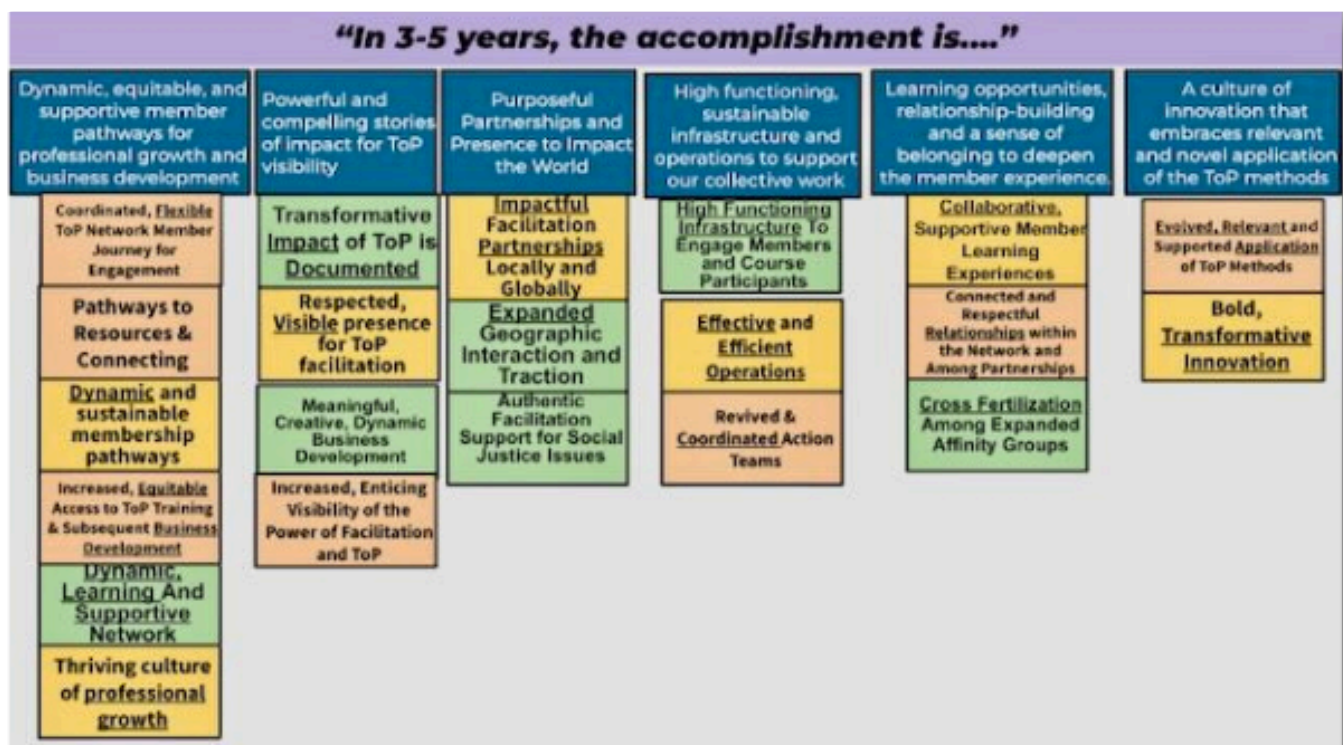
**TOP NETWORK**  
Participate. Educate. Facilitate. Innovate.

# PRACTICAL VISION

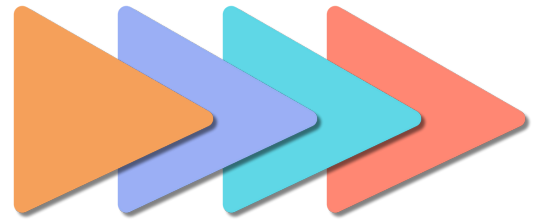
The ToP Network envisions a dynamic, inclusive, and innovative community of facilitation practitioners and trainers that fosters deep relationships, supports professional growth, and amplifies the impact of ToP methods across diverse communities and sectors.

In 3–5 years, we aim to see:

- Dynamic, equitable, and supportive member pathways for professional growth and business development
- Powerful and compelling stories of impact for ToP visibility
- Purposeful Partnerships and Presence to Impact the World
- High functioning, sustainable infrastructure and operations to support our collective work
- Learning opportunities, relationship-building and a sense of belonging to deepen the member experience.
- A culture of innovation that embraces relevant and novel application of the ToP methods



# STRATEGIC DIRECTIONS



The plan is anchored by four Strategic Directions that emerged through member engagement during the February and April planning sessions:

## **A. Intentionally Nurturing Member Experience and Continuous Growth**

- Create a seamless, engaging member journey
- Develop a robust hub for tools, learning, and connection
- Foster peer learning circles, coaching, and affinity group support
- Improve onboarding, outreach, and retention

## **B. Addressing and Initiating Structural and Relational Transformation**

- Build sustainable infrastructure and clarify operational roles
- Normalize healthy conflict resolution and clarify ToP Network–ICA relationships
- Reaffirm shared values and principles
- Explore funding models and governance improvements

## **C. Confidently Communicating Our Value and Cultivating Partnerships**

- Tell compelling stories of impact
- Build strategic partnerships aligned with ToP values
- Enhance visibility through marketing and public engagement
- Leverage digital tools to strengthen connection and outreach

## **D. Amplifying the Transformative Impact of ToP Facilitation**

- Broaden access to ToP methods for underrepresented communities
- Support innovation in ToP applications
- Strengthen the evidence base of ToP's impact
- Elevate facilitation as a tool for systems change and social justice

[\*\*Download the complete Strategic Planning Documentation Here\*\*](#)





## FOCUSED IMPLEMENTATION (April 2025 Session Highlights)

To catalyze momentum, participants identified Year 1 priorities for each strategic direction:

- Strategic Direction A: Launch a member hub, implement a new member journey map, develop mentoring resources, and improve orientation efforts across time zones.
- Strategic Direction B: Convene a taskforce to address conflict resolution, clarify values, and evaluate organizational relationships and roles.
- Strategic Direction C: Build a centralized Story Bank, clarify key messaging for ToP value, and strengthen internal and external communications.
- Strategic Direction D: Support new affinity groups focused on equity and innovation, and coordinate outreach to broader facilitation audiences.

Each direction includes specific, measurable accomplishments for the next 12–24 months—ensuring accountability, inclusivity, and alignment with the ToP Network’s values.



# WHAT'S AHEAD

The Focused Implementation session clarified immediate actions and success measures, offering a clear starting point for progress.

STRATEGIC DIRECTIONS: First Year Timeline & Assignments			
Q2 (Apr-Jun 2025)		Q3 (July-Sep 2025)	
Establish assessment guidelines and assess currently available COE/peer learning opportunities; Q2		Establish a structure for coaching/peer learning for any TN member - hold 4 in various mediums, and at least 2 addressing underrepresented groups & 1 addressing innovation; Q3	
Trainer's license agreement agreed on and signed; Q2, Mike Beebe		Create an action team to address B1 (Fearlessly face the critical blocks keeping us from moving forward); Q3 Shonnie Streder	Create conflict resolving ORID conversations; Q3 Sunny Walker
Conduct an Environmental Scan of ToP facilitations competitive/collaborators landscape (e.g. IAF, Session Lab, Volt Ctrl, Cynefin...);		Strong, diverse ToP Network representation in Zimbabwe this Oct	Expand our reach and produce a quarterly newsletter to send it to ToP practitioners and trainers, not only network members.

## Beginning Calendar of Action Items

### Q2 (Apr-Jun 2025)

1. Establish assessment guidelines and assess currently available COE/peer learning opportunities
2. Trainer's license agreement agreed on and signed – Mike Beebe
3. Conduct an Environmental Scan of ToP facilitations competitive/collaborators landscape (e.g. IAF, Session Lab, Volt Ctrl, Cynefin)

### Q3 (July-Sep 2025)

1. Establish a structure for coaching/peer learning for any TN member – hold 4 in various mediums, and at least 2 addressing underrepresented groups & 1 addressing innovation
2. Create an action team to address B1 (Fearlessly face the critical blocks keeping us from moving forward) – Shonnie Streder
3. Create conflict resolving ORID conversations – Sunny Walker
4. Strong, diverse ToP Network representation in Zimbabwe this Oct
5. Expand our reach and produce a quarterly newsletter to send it to ToP practitioners and trainers, not only network members.

## SAVE THE DATES

- **ToP Network Monthly Board Meeting**  
Aug 18 | 5:00–7:00 pm CT
- **ToP Network Monthly Board Meeting**  
Sept 15 | 5:00–7:00 pm CT
- **ToP Network Annual Meeting**  
Jan 22, 2026
- **ToP Network Annual Gathering**  
Feb 11–14, 2026 | Las Vegas  
Feb 11 | ToP Trainer Meetup  
Feb 11 evening–Feb 14 AM ToP Gathering  
Feb 14 PM–Feb 15 AM ToP Post Courses