

Appreciative Inquiry

Course Summary

Description

Do you love those moments of exception, when everything seems to come together and things are working beautifully? Would you like to create an environment in your team or organization where those extraordinary moments become the norm? Then you are ready to learn the value of Appreciative Inquiry, also known as AI.

AI is a process for engaging people that is built around carefully structured inquiries. Its philosophy is rooted in being positive, sharing stories of things that work well, and leveraging strengths and the power of co-creation to initiate lasting, powerful changes that can make an organization the best it has ever been, because of people who care and are committed.

Objectives

By the end of this course, students will be able to:

- Recognize and work with the general premises of AI
- Appreciate the power of AI as an inclusive, collaborative philosophy
- Apply the fundamentals of Appreciative Inquiry having experienced the process for yourself
- Describe the 4-Ds of Appreciative Inquiry: discover, dream, design, and destiny
- Work through a simple Appreciative Inquiry process
- Help your team and organization review what's important, what you can become, and how you can get there

Topics

- Overview and Introduction
- Defining Appreciative Inquiry
- Success Principles
- The 4-D Model
- Test Driving
- Action planning

Audience

This course is designed for managers, team and project leaders from government, private sector or non-profit organizations – anyone who wants to learn a positive approach that can be used for implementing change, team-building, strategic planning, organizational restructuring, evaluation, coaching and more.

We encourage a team of at least two individuals from each organization to attend so they can return to the workplace ready to co-facilitate AI sessions. However, "singles" are definitely welcome!

Prerequisites

There are no prerequisites for this course.

Duration

One day

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Course Outline

- I. Overview and Introduction**
- II. Defining Appreciative Inquiry**
 - A. How is it different from traditional organizational development tools?
- III. Success Principles**
 - A. Key principles upon which AI is based
 - B. 5 core processes that form the foundation for appreciative inquiry
 - C. The interview and information gathering processes
- IV. The 4-D Model**
 - A. The 4-D model: discover, dream, design, and destiny
- V. Test Driving**
 - A. Hands-on practice with the interview guide and core processes
- VI. Action planning**
 - A. Exploring how appreciative inquiry can be implemented within your team/project/organization