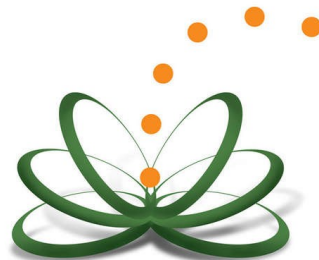


What would our organization look like if it were designed in every way possible to maximize our positive qualities and enable the accelerated realization of our dreams?

AN INTRODUCTION TO APPRECIATIVE INQUIRY



TheFlameCentre
Develop Individuals • Connect Communities

What is Appreciative Inquiry?

“Ap-pre’-ci-ate, v.”

“...to value or admire highly;
to judge with heightened
understanding;
to recognize with gratitude”

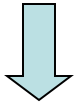
“In-quire’, v.”

“...to search into,
investigate;
to seek for information by
questioning.”

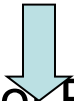


PROBLEM SOLVING

“Felt need” Identification of Problem



Analysis of Causes



Analysis of Possible Solutions



Action Planning

APPRECIATIVE INQUIRY

Appreciating and valuing the Best of “What is”



Envisioning “What Might Be”



Dialoguing “What should be”



Innovating “What will be”



**What we ASK determines
what we DISCOVER**

**What we DISCOVER determines
how we TALK**

**What we TALK ABOUT determines
how we DREAM together**

**How we DREAM together determines
what we DESIGN AND CREATE TOGETHER**

What is AI used for?

Organizational Change

- ❖ Strategic planning
- ❖ Culture transformation
- ❖ Customer satisfaction
- ❖ Morale and retention
- ❖ Organization design
- ❖ Leadership development
- ❖ Business improvement

Inter-Organizational Capacity Building

- ❖ Merger integration
- ❖ Alliance building
- ❖ Union-management partnership
- ❖ Strategic resource sharing

Community Development

- ❖ Participatory planning
- ❖ Asset mapping
- ❖ Economic development
- ❖ Educational reform
- ❖ Peace building

Global Transformation

- ❖ Global organizing

Small Group Development

- ❖ Team development
- ❖ Business development
- ❖ Meeting management
- ❖ Instructional design

Inter-group change

- ❖ Conflict resolution
- ❖ Process improvement

Personal/Relational Transformation

- ❖ Leadership development
- ❖ Performance appraisal
- ❖ Employee orientation
- ❖ Career planning
- ❖ Relationship enrichment
- ❖ Spiritual development

What's *Different* about AI?

- Purposefully positive
- Builds on past success to create future success
- Emphasis on image and language
- Nurtures a positive “inner dialogue”
- Highly participative
- Accelerates change

STRENGTH BASED CURIOSITY: AI seeks to release the positive core of a person, an organization, or a community by amplifying what is working well.

AI works on the assumption that whatever you want more of already exists in all systems. **WHAT WE SEEK IS WAITING TO BE DISCOVERED.**

THE WORKING ASSUMPTIONS OF AI:

- In every society, organization, or family, something works. What we focus on becomes our reality. Positive Image, Positive Action.
- Reality is created in conversations and there are multiple realities.
- Questions influence the way we think.
- People have more confidence and comfort to journey to the unknown future when they carry forward parts of the past (the known).
- If we carry parts of the past forward, let it be what is best about the past.
- The language we use creates our reality; the stories we tell, are the stories we live.
- Asset-Based Development engages the heart and frees the human spirit.

4 generic questions

Best Experience

- “Looking back at the past year, think about a time when you felt most excited, effective and engaged. Describe that time, how you felt and what made the situation possible.”

Values

- “Without being humble, describe what you value most about yourself, your work and your organization.”

Factors that give life to organization

- This organization really comes alive when...
- The most important thing around here is
- We always _____ whenever _____

Questions that seek possibilities for the future

- If you had 3 wishes for the future of this organization...

In Summary

What we ASK determines what we DISCOVER

What we DISCOVER determines how we TALK

What we TALK ABOUT determines how we DREAM together

How we DREAM together determines what we DESIGN AND CREATE TOGETHER.

The anticipatory principle: “Whether you think you can or think you can’t, either way you’re right.” Henry Ford.

- Constructive change comes from our imagination and the way we talk about our future
- Our expectations create reality



For more information...

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