Appreciative Inquiry

Organizations can be thought of as a living being made up of the individuals working within it. Appreciative Inquiry has the ability to change the whole organization by changing the people. Through positive questioning employees will be directed to move in a positive direction. Recognizing the strengths and values of what works, as opposed to what's wrong will transform the individuals and in turn transform the organization.

Appreciative Inquiry is a shift from looking at problems and deficiencies and instead focusing on strengths and successes. It is a   tool for change, and it will strengthen relationships throughout your business. Through best practices and positive stories your participants will transform your organization.

Course Outline:

Module One: Getting Started
- Housekeeping Items
- The Parking Lot
- Workshop Objectives
- Pre-Assignment
- Action Plans and Evaluations

Module Two: Introducing Appreciative Inquiry
- What is Appreciative Inquiry?
- Generating a Better Future
- Engaging People in Positive Thought
- Change the Person, Change the Organization
- Case Study
- Module Two: Review Questions

Module Three: Changing the Way You Think
- Shifting from "What's Wrong?" to "What's Right"?
- It's Not Eliminating Mistakes, It's Holding up Successes
- Positive Language Will Affect Peoples Thinking
- Limit or Remove Negative Phrasing
- Case Study
- Module Three: Review Questions

Module Four: Four D model
- Discovery
- Dream
- Design
- Delivery
- Case Study
- Module Four: Review Questions

Module Five: The Four I Model
- Initiate
- Inquire
- Imagine
- Innovate
- Case Study
- Module Five: Review Questions

Module Six: Appreciative Inquiry Interview Style
- Framing Positive Questions
- Solicit Positive Stories
- Finding Out What Works
- Recognize the Reoccurring Themes
- Case Study
- Module Six: Review Questions

Module Seven: Anticipatory Reality
- Imagining a Successful Future Will Affect the Present
- Controlling Negative Anticipation
- Current Decisions Will Be Influenced Positively
- Base It on Data and Real Examples
- Case Study
- Module Seven: Review Questions

Module Eight: The Power of Positive Imagery
- Shaping Performance with Positive Imagery
- Being Better Prepared for Adversity
- People are More Flexible and Creative
- Think of the Perfect Situation
- Case Study
- Module Eight: Review Questions

Module Nine: Influencing Change through AI
- Using Strengths to Solve Challenges
- Confidence Will Promote Positive Change
- Inquiry is a Seed of Change
- People Will Gravitate towards What is Expected of Them
- Case Study
- Module Nine: Review Questions

Module Ten: Coaching and Managing With AI
- Build Around What Works
- Focus on Increases
- Recognize the Best in People
- Limit or Remove Negative Comments
- Case Study
- Module Ten: Review Questions

Module Eleven: Creating a Positive Core
- Strengths
- Best Practices
- Peak Experiences
- Successes
- Case Study
- Module Eleven: Review Questions

Module Twelve: Wrapping Up
- Words from the Wise
- Review of Parking Lot
- Lessons Learned
- Completion of Action Plans and Evaluations