

Appreciative Inquiry

Course outline

Provided by: Performance Management Consultants – PMC Training



Reference no. 108-27

Duration 1.00 day(s) | 6:00 hours ¹

Website link <https://pmctraining.com/training/appreciative-inquiry/>

Implementing Organizational Change Through Positive Creativity

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

AI is a method for implementing change that is rooted in being positive, sharing stories of things that work well, and leveraging people's 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.

Learning outcomes

By the end of this workshop, you will be able to:

- Recognize and work with the fundamentals of Appreciative Inquiry
- Describe the 4-D's of Appreciative Inquiry: discovery, dreaming, design, and destiny
- Work through a simple Appreciative Inquiry process
- Create thoughtful, meaningful questions for your own Appreciative Inquiry initiative
- Help organizations review what's important, what they can become, and how they can get there

Workshop topics

Course Overview

Participants will spend the first part of the day getting to know each other and discussing what will take place during the workshop. Participants will also have an opportunity to identify their personal learning objectives.

Defining Appreciative Inquiry

In this session, you will explore what appreciative inquiry is and how it is different from traditional

¹ The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.

organizational development tools.

Success Principles

Next, learn about the five key principles that form the foundation for appreciative inquiry. Participants will also learn about interview and information gathering processes.

The 4-D Model

The afternoon of the course will focus on the 4-D model: discovery, dreaming, design, and destiny.

Test Driving

The last session of the course will give you some hands-on practice with the interview guide and interview summary.

Workshop Wrap-Up

At the end of the course, students will have an opportunity to ask questions and fill out an action plan.

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

Anyone who wants to help create lasting, powerful change in their organization by using the power of co-creation.