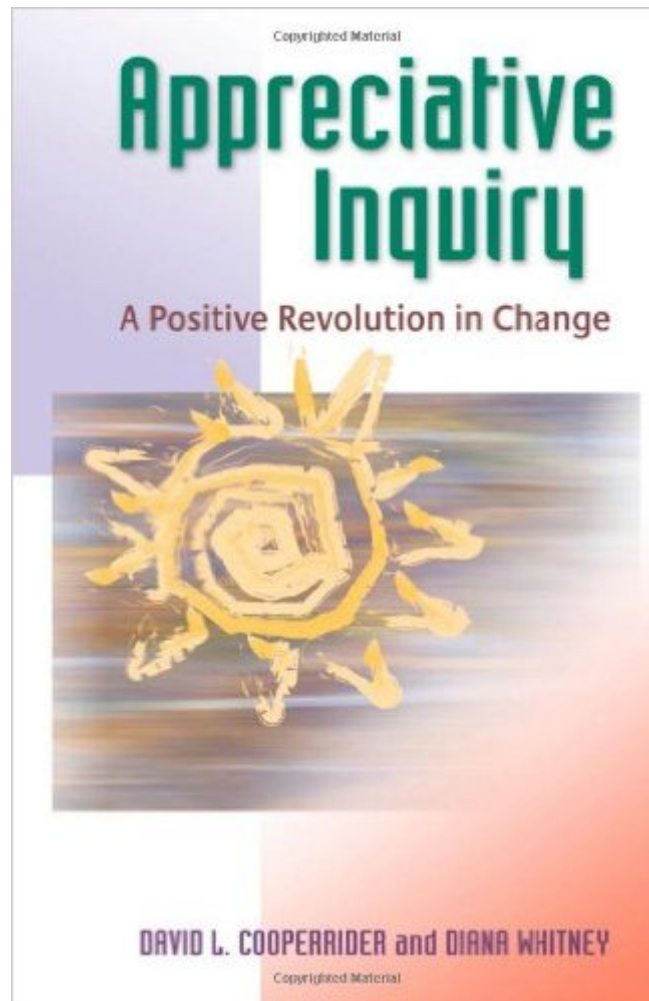


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Appreciative Inquiry: A Positive Revolution In Change



Synopsis

Written by the originators and leaders of the Appreciative Inquiry (AI) movement itself, this short, practical guide offers an approach to organizational change based on the possibility of a more desirable future, experience with the whole system, and activities that signal "something different is happening this time." That difference systematically taps the potential of human beings to make themselves, their organizations, and their communities more adaptive and more effective. AI, a theory of collaborative change, erases the winner/loser paradigm in favor of coordinated actions and closer relationships that lead to solutions at once simpler and more effective.

Book Information

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Customer Reviews

What can we accomplish with Appreciative Inquiry philosophy and methodologies for managing change? Appreciative Inquiry (AI) founder David Cooperrider and long-time AI consultant Diana Whitney answer this question with engaging stories about AI change initiatives in many types of organizations, including British Airways Customer Service, Roadway Express, the City of Denver, Colorado, Office of Finance, and Hunter Douglas Window Fashions Division. In their sixty-eight page book they contrast a problem-solving approach to change with AI and describe how an affirmative topic guides the change process. The affirmative topic comes from transforming awareness of a problem - something you want less of - into an affirmative topic which you want more of. They present the logic of AI: people and organizations grow toward and become more of what we inquire and talk about. AI operates on the assumption that all organizations have strengths that provide a

foundation for addressing their problems. The AI methodology is to transform problems by linking them to an organization's positive core, its strengths that define it when it is at its best. AI's 4-D model of change (Discover, Dream, Design, Destiny) comes alive with their stories of change. One-on-one interviews enable organizational members to Discover the organization's positive core and their own contributions to the organization at its best. From Discovery interviews and reports workshop participants move to the Dream phase. In it they imagine how their best past and present strengths can help them shape a new organizational future. Dream turns into Design as stakeholders draft their image of the ideal organization that will make their dreams come to life.

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