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FACILITATING POSITIVE CHANGE IN HUMAN SYSTEMS

Change the way you see change

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The Center for
Appreciative Inquiry
Facilitating positive change in human systems



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"Only those that try the impossible, achieve the unbelievable"

Edson Mattos,
Appreciative Inquiry session participant

OVER 20 YEARS OF APPRECIATIVE CONSULTING EXPERTISE

Since 1989, Company of Experts has developed an excellent word-of-mouth reputation by helping hundreds of organizations and groups, and thousands of individuals, heighten their energy, sharpen their vision, and inspire their action for change



ALLOWING INDIVIDUALS, MANAGERS, AND COMMUNITY LEADERS TO BUILD UPON THEIR ORGANIZATION'S STRENGTHS

Beyond being an organizational development process, Appreciative Inquiry becomes a generative way to energize the creative best in people and their organizations. Appreciative Inquiry provides leaders with a methodology to focus on the positive instead of the negative.

**Rather than focusing mainly on problems,
Appreciative Inquiry elicits solutions.**

MARKETS THAT USE APPRECIATIVE INQUIRY:

- ✓ Corporations
- ✓ Schools and Universities
- ✓ K-12 schools
- ✓ Government Agencies
- ✓ Nonprofit Organizations
- ✓ Community Development

WHAT IS APPRECIATIVE INQUIRY?

Appreciative Inquiry is a way of being and seeing. It is both a worldview and a process for facilitating positive change in human systems, e.g., organizations, groups, and communities.

Appreciative Inquiry's (Ai) assumption is simple: Every human system has something that works right—things that give it life when it is vital, effective, and successful. Appreciative Inquiry begins by identifying this positive core and connecting to it in ways that heighten energy, sharpen vision, and inspire action for change.

Appreciative Inquiry is built on a deceptively simple premise that: **organizations grow in the direction of what they repeatedly ask questions about and focus their attention on.** Ai does not focus on changing people. Instead, it invites people to engage in building the kinds of organizations they want to live in.

CREATE AN ALIGNMENT OF STRENGTHS

Appreciate:

1. To **value**; recognize the best in people or the world around us; affirm past and present strengths, successes and potentials; to perceive those things that give life (health, vitality, excellence) to living systems.
2. To **increase in value**; e.g., the economy has appreciated in value. Synonyms: value, prize, esteem, and honor.

Inquire:

1. To **explore** and **discover**.
2. To **ask questions**; to be open to seeing new potentials and possibilities. Synonyms: discover, search, systematically explore, and study.

The tangible result of an inquiry is **a series of statements that describe where the organization, group or community wants to be**, based on the high moments of where it has been.

APPRECIATIVE INQUIRY OUTCOMES

Appreciative Inquiry is an invitation to an imaginative and fresh perception of individuals, groups, and organizations and the processes through which they change. Below are potential outcomes:

- ✓ Change at the speed of imagination—rapid, sustainable, transformative change
- ✓ Change in basic orientation from problem-focused to possibility-focused
- ✓ Clarified or enhanced sense of identity
- ✓ Renewal of energy, hope, motivation and commitment
- ✓ Increased curiosity and sense of vitality
- ✓ Improved working relations/conflict resolution