



Weaving Appreciative Inquiry In2 OurSpace

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What is Appreciative Inquiry?

Appreciative Inquiry (AI) is like a tapestry woven with threads of our most important questions, stories of our highest successes, and the gathering of all of us in OurSpace.

It is a system in itself – you cannot take apart the questions, the stories, and the people – the tapestry is a whole.



Appreciative Inquiry



A Positive
Revolution in
Change

Appreciative Inquiry



“No problem can be solved from the same level of consciousness that created it. We must learn to see the world anew.”

(Albert Einstein)

Appreciative Inquiry

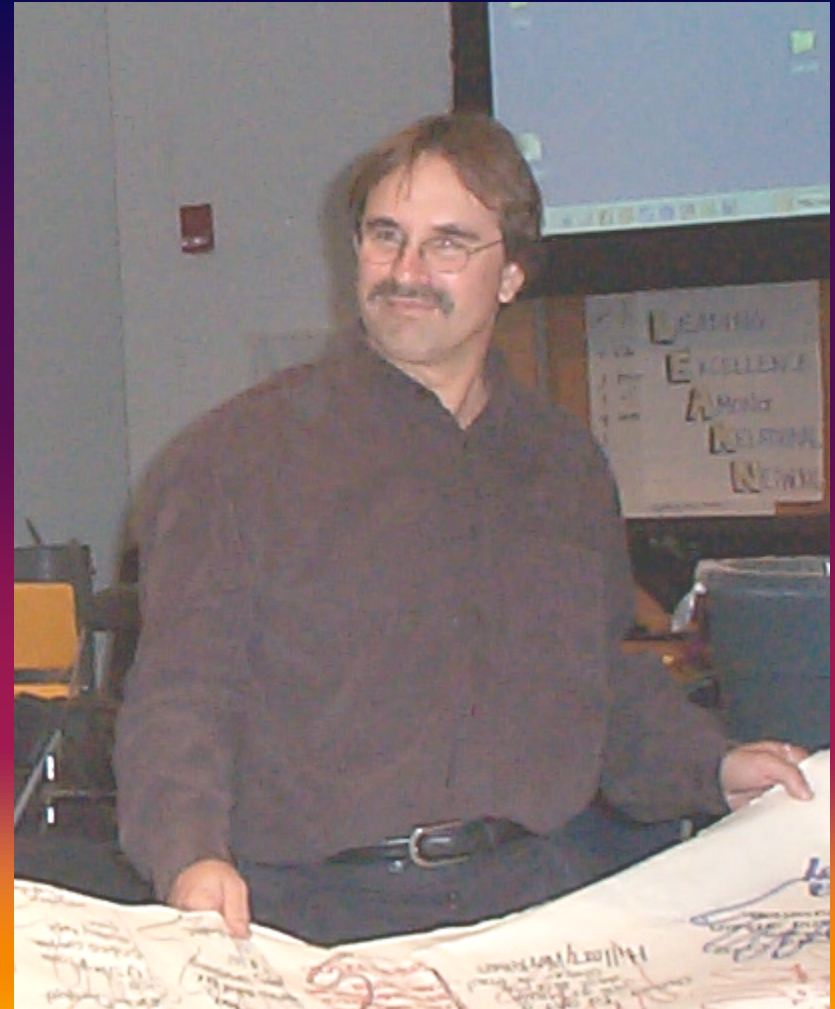


“How often do you spend time talking about parts which are good and arrive on time?”

(Bill Bellows)

The Birth of Appreciative Inquiry

- David Cooperrider & Suresh Srivastva in 1987
- With colleagues from Case Western University & Taos Institute



What Is Appreciative Inquiry Used For?

- **Plan** strategically
- **Learn** from past experience
- **Involve** whole organization or community in change
- **Build a vision** for the future that everyone can share and help put into practice



8 Assumptions of Appreciative Inquiry



In every human
situation
something works

From: The Thin Book of Appreciative Inquiry, by Sue Annis Hammond

8 Assumptions of Appreciative Inquiry

What we focus
on becomes our
reality



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Reality is
created in the
moment and
there are
multiple realities



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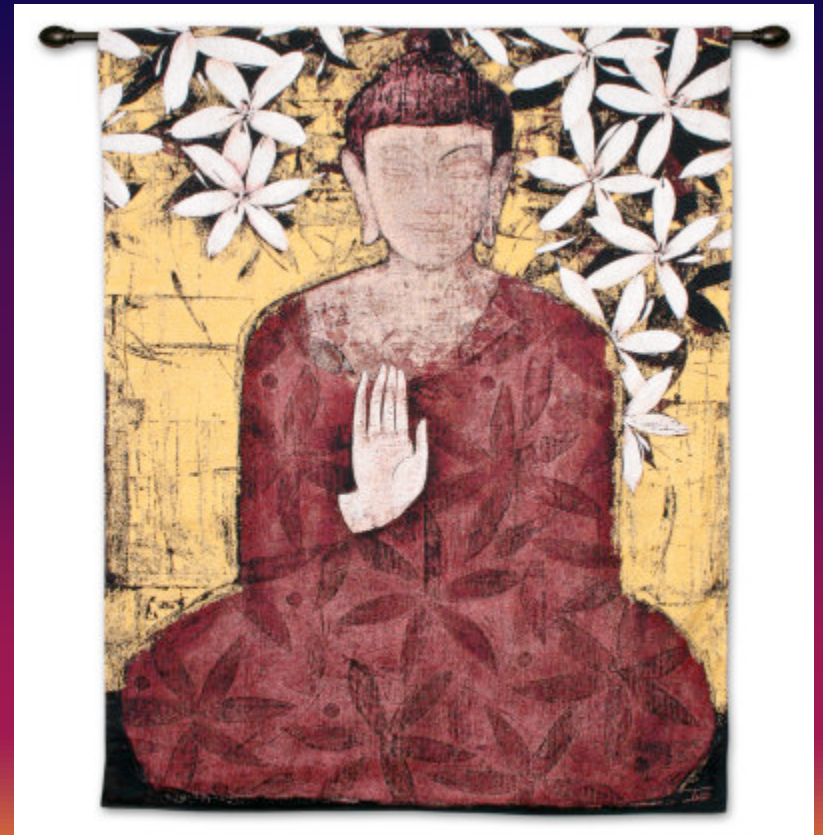
The language we use shapes our reality



From: The Thin Book of Appreciative Inquiry, by Sue Annis Hammond

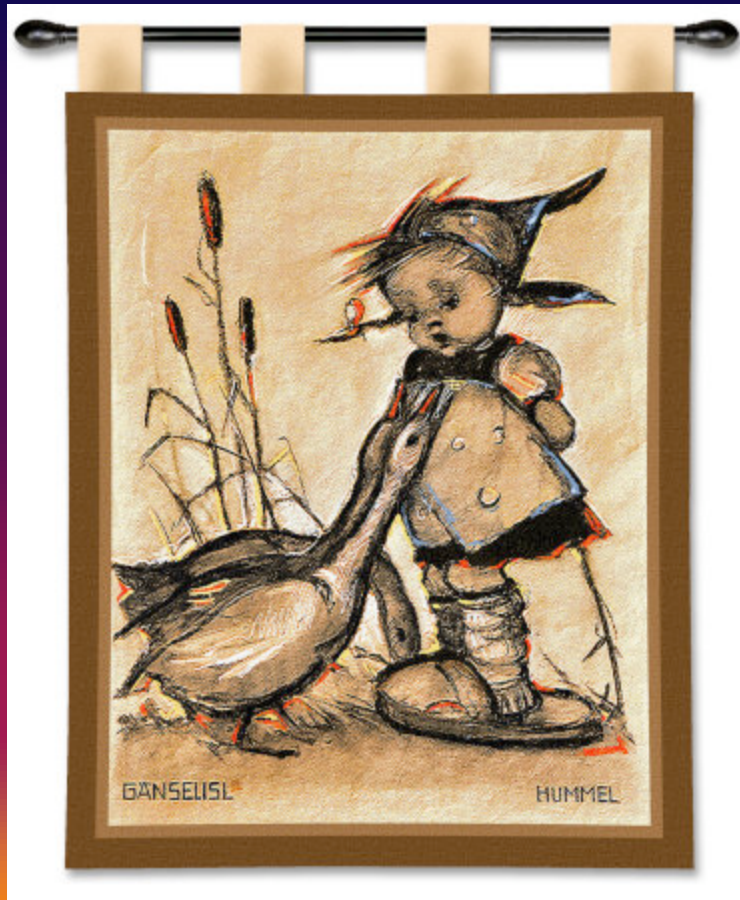
8 Assumptions of Appreciative Inquiry

The act of asking questions influences the outcome in some way



From: The Thin Book of Appreciative Inquiry, by Sue Annis Hammond

8 Assumptions of Appreciative Inquiry



People have more confidence going into the future (unknown) when they carry forward parts of the present (known)

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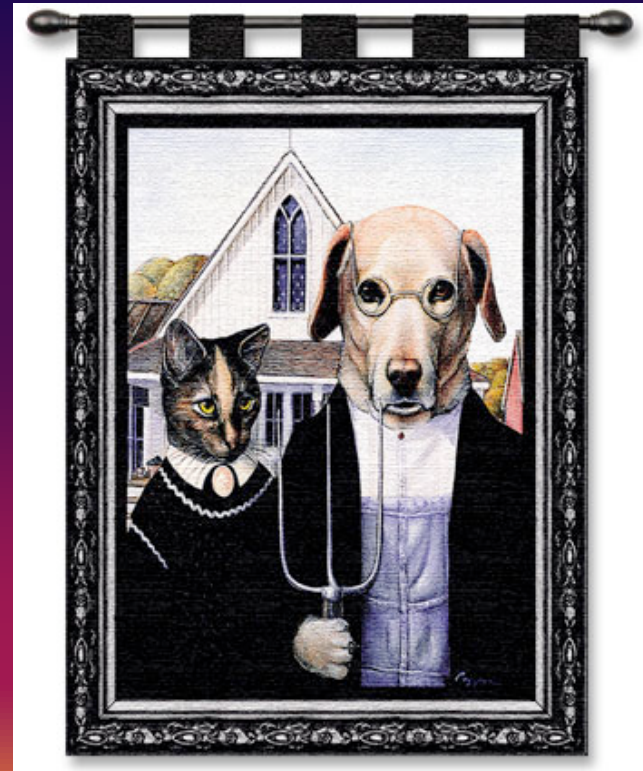


If we carry parts
of the past into
the future, they
should be what
are best about
the past

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It is important to value differences



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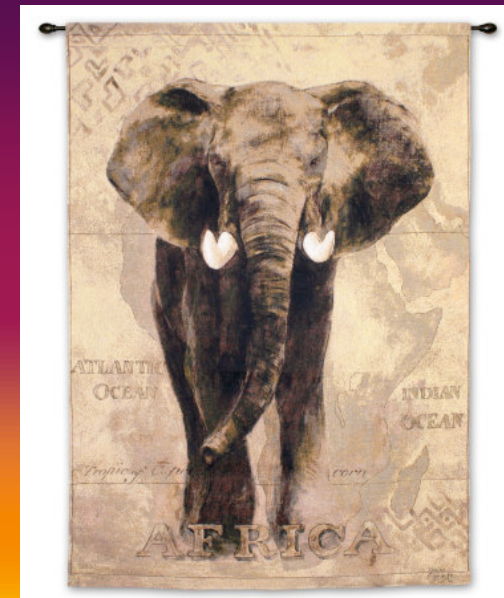
How Will We Get There?

Two approaches to organizational change

deficit-based (traditional
problem-solving)
approach



strengths-based
(appreciative) approach



AI “4-D” Cycle

Discovery/Definition

What are we like when we are at our best?

Destiny/Delivery

How do we create that future and keep discovering?

*“Moving from
MySpace to
OurSpace in
Challenging Times”*

Dream

What is possible if we are at our best more often?

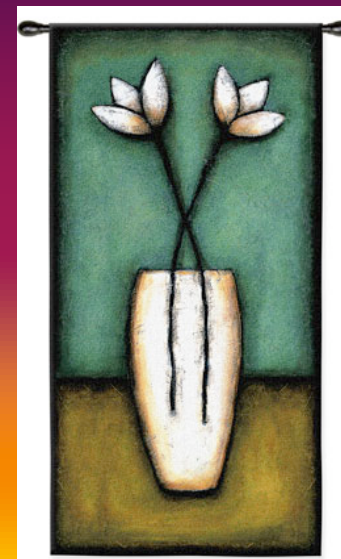
Design

What do we want to do to support being at our best more?



Use the Questions to Conduct Interviews

- In a few minutes you will pair up with someone don't know very well or don't work with every day
- You will take turns interviewing each other
 - **Person A will interview Person B for about 10 minutes**
 - **Then, Person B will interview Person A for about 10 minutes**
- The Interviewer will:
 - Ask the questions
 - Ask follow-up questions
 - Listen--deeply



- Take some notes about high points and quotable quotes
- Later, you will share these with the others at your table, seeking themes from all the interviews



Large-group Discussion

- What was the paired-interview process like for you?
- How did it affect your attitude or mood?



- At your table, each person takes turns ***briefly*** (one to two minutes each) sharing the most exciting and energizing ***stories/quotable quotes*** about ***“Moving from MySpace to OurSpace in Challenging Times”*** that her or his interview partner shared



Sharing stories

- Small groups identify themes that appeared in the story
- Decide on 3-5 most life-giving, energy-giving themes



Large Group

- What's the positive core that supports ***“Moving from MySpace to OurSpace in Challenging Times?”***
- What are the themes that you would like to use for the next steps



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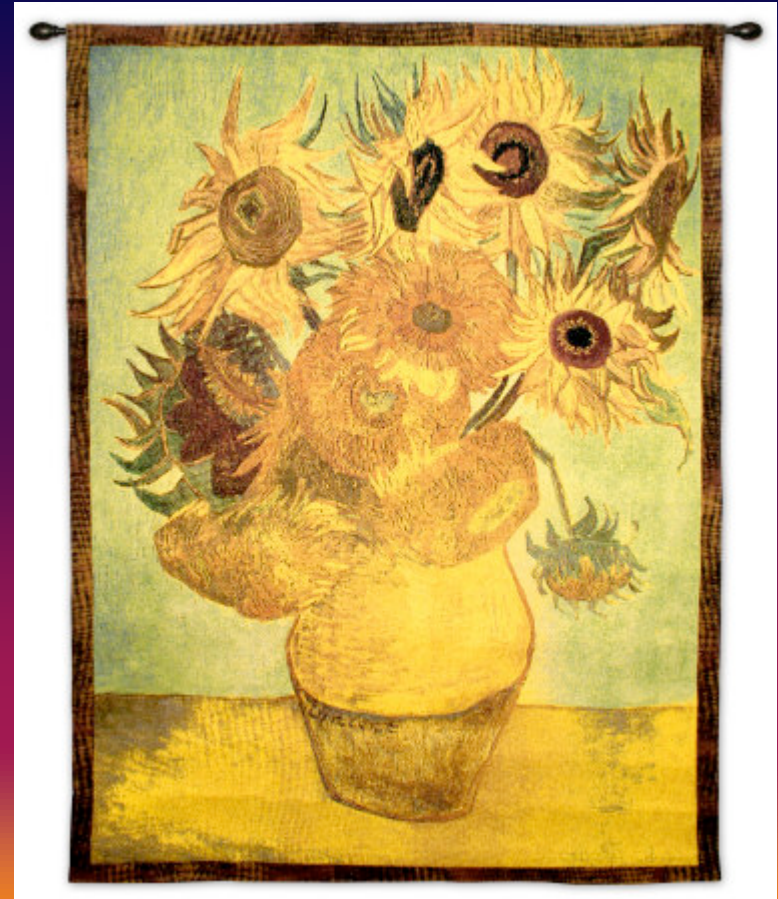
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DREAMING or VISIONING

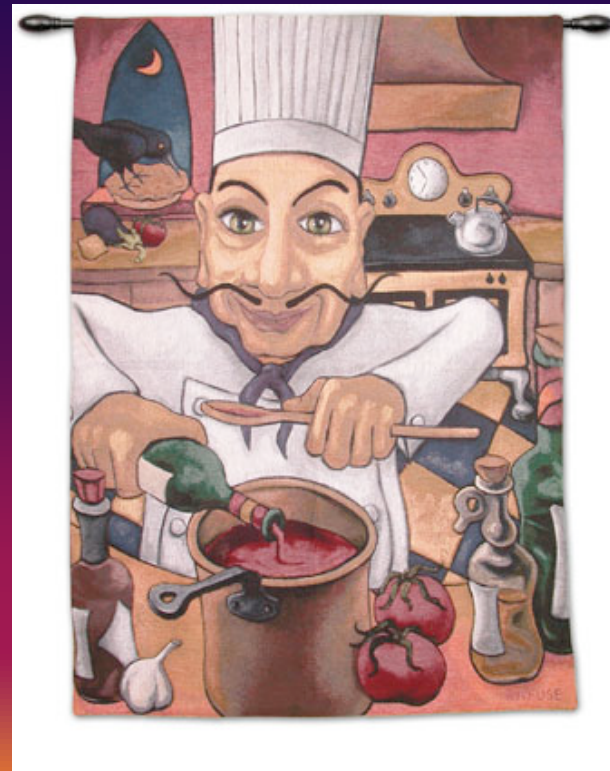
Create shared images of a preferred future

- Visioning process:
 - A. Visual image (or metaphor)
 - B. Word image
(translate the image you created into words, called a Provocative Proposition or Possibility Statement or Vision)



Change & Co-Creation

“The best way
to predict the
future is to
create it.”
(Peter Drucker)



Next Steps

4. Dream – Continue to Create shared images of a preferred future that you have begun

Create Provocative Propositions or Possibility Statements

5. Design & Destiny/Delivery –
Innovate ways to create that future
Make plans to implement

When I dream alone, it is just a dream.

When we dream together, it is the beginning of reality.

*When we work together,
following our dream, it is
the creation of heaven on
earth.*

(Adapted Brazilian Proverb)



AI Resources

- **Appreciative Inquiry, Change at the Speed of Imagination**, by Jane Magruder & Bernard J. Mohr (paperback)
- **Looking for the Good Stuff** by Bob New & Kathleen Rich-New
- **Appreciative Coaching: A Positive Process for Change** by Sara L. Orem, Jacqueline Binkert, and Ann L. Clancy (Hardcover - Feb 9, 2007)
- **Appreciative Inquiry Handbook for Leaders of Change** by David L Cooperrider, Diana Whitney, Jacqueline M Stavros, and Ronald Fry (2008)
- **Dynamic Relationships: Unleashing Appreciative Inquiry in Daily Living** by Jacqueline Stavros and Cheri Torres
- **Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development** by Sarah Lewis, Jonathan Passmore, and Stefan Cantore (Hardcover - Feb 1, 2008)
- **Appreciative Inquiry: A Positive Approach to Building Cooperative Capacity** by Frank J. Barrett and Ronald E. Fry (Paperback - Dec 2005)
- **Thin Book of Appreciative Inquiry (2nd edition) (Thin Book Series)** by Sue Annis Hammond (Paperback - Nov 1980)
- AI Commons <http://appreciativeinquiry.case.edu/>
- AI Listserv (how to join) <http://mailman.business.utah.edu:8080/mailman/listinfo/ailist>
- <http://www.simplytapestries.com/>
- <http://www.allposters.com>

Thank you very much for attending

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