

APPRECIATIVE INQUIRY

Strengths
Based Working:
Delivering the
impossible
regularly

Date:

Starts evening of
23 June 2010

Finish 3.30pm on
25 June 2010

At:

The Lincoln Hotel
Eastgate
Lincoln
LN2 1PN

www.thelincolnhotel.com



We've all had moments of creating something impossible. We've all been part of efforts where in the beginning it seemed that what we were trying to do could not be accomplished and yet somehow the miraculous happened.

In "Strengths Based Working: Delivering the impossible regularly", we will be using Appreciative Inquiry techniques to reflect on those times when our deepest energies and commitment are called upon and we are:

- √ fully connected and working with others;
- √ noticing, hearing and taking care of ourselves and those around us;
- √ leaning into the tensions, choosing how to influence; and
- √ letting our insights enable learning and change.

And when the combination of these golden nuggets of success produces repeated moments of astonishing and magical shared achievement ...

... what have you achieved together?

"There is nothing so noble as public service"
Obama



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So what's different about APPRECIATIVE INQUIRY?

Appreciative Inquiry

is a change process that liberates the energy, enthusiasm and commitment of people at all levels in an organisation. Inviting people to share stories about times when they are at 'their best', releases a higher energy level and encourages them to move in a more positive direction. 'When people are treated as if they do make a difference, they go out and make a difference'.

AI is about working it out together. AI is not about replacing what you do now with something completely different; it's not about doing something *better*. It's more about making more of what you're already doing well, and building on this.

Q: What would happen if you started asking questions about the best of what you do now and then added something - how can the things I do now be even more effective?

AI is a way of thinking that effects how people lead, plan, and work together in teams so that their best skills are constantly informing and inspiring their ways forward into the future.

Even if you've heard about Strengths Based Approaches:

Q: Does it sound too good to be true?

Q: Does it mean I have to ignore everything else?

Q: Will it work in some situations and not in others?

Q: How can I really make it work when there are so many changes going on?

Q: Can I apply strengths based change to tools and techniques I'm already using?

What will be different when I have completed this workshop?

THE TAKEAWAYS

- ✓ A sense of having opened up to and used an approach which is bringing benefits to both corporate and public sector organisations around the world
- ✓ Being part of a new community of practice with whom you can share ideas and ongoing support
- ✓ A sense of what you might do when an organisation isn't working well
- ✓ Ways of making the best of all the diverse people, perspectives and attitudes in your workplace environment
- ✓ New ways to describe what success looks like for you and your organisation
- ✓ A renewed confidence about your own strengths and competencies
- ✓ New ways to deliver the impossible - the impossible becomes possible.

AI is the study and exploration of what gives life to human systems when they function at their best. This approach to personal change and organisational change is based on the assumption that questions and dialogue about strengths successes, values hopes and dreams are themselves transformational.
Diana Whitney The Power of Appreciative Inquiry

How will this training allow me to "deliver the impossible regularly?"

When the whole system, everyone - top to bottom and across each area - are working to their strengths, are motivated by their success and inspired by their potential, then everything is possible, regularly.

Using AI will enable you and your organisation to:

- ✓ look for your past successes and explore together what are the core elements of that success;
- ✓ use what you have discovered to imagine, design and create for the future;
- ✓ involve everyone in the system in a powerful intervention;
- ✓ create sustainable change which everyone recognises and supports.

"Create sustainable change which everyone recognises and supports."

Participants engaging in this kind of process experience it as an energising, positive and creative way to work. Appreciative Inquiry helps people from very different backgrounds and perspectives to work together to share their ideas and plans for the future, and then to make this happen, in a conducive and open environment.

Should I attend?

Are you in a leadership role responsible for:

- Delivering cost efficiencies?
- Delivering quality public services?
- All the answers?

Attend this workshop and you will realise YOU don't have to have all the answers to the questions that really matter in your organisation.

You will take away the tools to enable YOU to unlock the vast potential of the whole system. By engaging with everyone and discovering their equal ability to think and contribute great ideas you'll ensure YOU deliver on your public sector objectives in a way you would never have imagined.



Your Facilitators



Lesley Moore is an Appreciative Inquiry practitioner using strengths based approaches, inspiring 'whole systems' in the public sector to work together in new and sustainable ways. She facilitates individuals, teams, single agencies and networks of organisations to achieve the change they want for themselves, the people they serve and those around them.

www.mooreinsight.co.uk



Anne Radford is thinking partner to leaders and organisational consultants. She regularly runs public training programmes in strengths based approaches to change such as Appreciative Inquiry (AI). She is also owner and editor of the quarterly journal *AI Practitioner*

www.aipractitioner.com which

features examples of strength-based change from around the world.

www.aradford.co.uk

"Do you ask about strengths and successes or focus on problems and failures?"

How will we work together?

THE HOWS

- ✓ You will have time, space and peer support in an environment that enables you to work and reflect on the things that really matter to you and your organisation.
- ✓ We will apply AI in real time, inquiring into topics that are important to you.

What will I learn about at this workshop?

THE WHATS

- ✓ The Appreciative Inquiry approach
- ✓ AI processes and methods
- ✓ The wide range of AI applications
- ✓ Expanding and deepening your own skills
- ✓ Other strength bases change processes and methods

Your Programme

| Session | Activity |
|-------------------------------------|--|
| Day 1: 23rd June Evening Session | Introducing: <ul style="list-style-type: none"> • One another • Strengths based working • This workshop • Refining our focus for ongoing inquiry |
| Day 2: 24th June Morning | Discovering: Our best knowledge and experience Learning about: Whole systems approach and the New OD - involving and engaging everyone |
| Afternoon | Imagining: A future in which we and those around us are performing at our optimum best regularly Learning about: Sustaining our work at an organisational level, as well as sustaining ourselves and those around us. |
| Day 3: 25th June Morning | Designing: The ways to make our imagined future happen Learning about: 'Possibility statements' and other strengths based planning tools |
| Afternoon | Delivering: Combining learning on sustainability and evaluation Learning about: 'Being the midwife' |
| | Agreeing our next steps |

'In early 2005, a new leadership team joined one office of a global professional services firm, introducing Appreciative Inquiry principles into the existing culture. In 2006, SOAR was integrated into the strategic planning process. From 2005 through 2008, the office doubled its revenues and profits. Employee turnover decreased from 32% to 7%. By the end of 2008, the office led the firm in every major metric. The AI paradigm, combined with a caring team and great clients, created the positive momentum leading to the success.'

Daniel K Saint and Jacqueline M Stavros.

And finally ...

Great things about Lincoln

- Based in the historic part of Lincoln City at the peak of 'Steep Hill'
- Peaceful surroundings in a venue overlooking the magnificent Lincoln Cathedral
- Close to Lincoln Castle, museums and other points of historical interest and minutes away from unique shops, local pubs and restaurants
- Half an hour by train from Newark Station.

"Do we really believe in equality? Really? I mean cross our hearts? Equality shows up in just about every list of core values. Of course we believe in it. But equality as thinkers? Do we mean that? I mean have you ever actually stopped yourself on the way to a meeting and thought, now as I go into this meeting, do I believe in equality? Are we all thinking equals here?"
Nancy Kline

Making arrangements

Introductory information including the workshop program as well as joining instructions with travel advice will be forwarded to you in the weeks prior to the workshop. Those of you wishing to make early travel arrangements should know that we intend to welcome you with an introductory session beginning at 6pm on 23 June, followed by a shared meal at approximately 7.30pm. We intend to finish by 3.30pm latest on the 25 June.

Please also see the www.thelincolnhotel.com for their advice about transport to the locality.

Appreciative Inquiry enables people and organisations to:

- look for their past successes and explore together what are the core elements of that success;
- use what they have discovered to imagine, design and create for the future; and
- involve everyone in the system in a powerful intervention

Participants engaging in this kind of process experience it as an energising, positive and creative way to work. Reviews which start by exploring strengths have been found to be most effective in achieving successful future developments and outcomes. **Appreciative Inquiry** helps people from very different backgrounds and perspectives to work together to share their ideas and plans for the future, and then to make this happen, in a conducive and open environment.

Please use the separate online booking form to secure your place on this workshop—download it at www.mooreinsight.co.uk.

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"No problem can be solved from the level of consciousness that created it."
Albert Einstein



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