

APPRECIATIVE INQUIRY INTRODUCTORY SESSION

What is it ...

Appreciative Inquiry is based on a deceptively simple premise: that organizations grow in the direction of what they repeatedly ask questions about and focus their attention on. Why make this assumption? Research in sociology has shown that when people study problems and conflicts, the number and severity of the problems they identify actually increase. But when they study human ideals and achievements, peak experiences, and best practices, these things - not the conflicts - tend to flourish.

Appreciative Inquiry is a powerful process for engaging employees and energizing positive sustainable change. Appreciative Inquiry has been used to catalyze change in a wide range of efforts: from business-process excellence, knowledge management; customer service; and leadership.

How to Use it ...

Appreciative Inquiry and Performance Coaching ... Appreciate Inquiry is a significant mindset shift – enabling the coachee to participate actively in the coaching session. It is a breakthrough experience – both for the manager and the employee.

Appreciative Inquiry for Organizational Change ... a facilitated approach to organizational planning and change that asks, “what is working well around here and how do we build on it?” It’s based on the assumption that in every group or organization, something works well.

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Why Use It?

The positive, affirming nature of Appreciative Inquiry, where people discover and then build on the root causes of success rather than dissect problems, can be a powerful stimulus to change. It's non-threatening and empowering. It taps into the knowledge and energy of internal experts. If you are going to carry forward parts of the past, they should be the best parts, according to Appreciative Inquiry author and expert Sue Hammond.

Appreciative Inquiry rests on another deceptively simple notion: that organizational members are competent adults capable of learning from their own experiences and from those of others. In a company that truly believes this precept, everyone feels energized by new knowledge and change.

Workshop Participants will ...

- Become familiar with the multi-disciplinary principles, research and theory base of Appreciative Inquiry
- Receive support in actually practicing appreciative question construction, interviewing skills, topic identification and imagining the future.
- Develop their ability to apply the Appreciative Inquiry framework to a variety of interventions such as: Strategic Planning, Organizational Redesign, Teambuilding, and Coaching.
- Learn how to introduce this strikingly different approach in ways congruent with Appreciative Inquiry philosophy.

Thousands of people have participated in Appreciative Inquiry Workshops with wonderful results.

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REGISTRATION - PART 1

Date & Location:	Monday, September 24, 2007 St. Andrew's Conference Centre – Downtown Toronto	
Name:		
Title - Dept:		
Company/Organization:		
Street / P.O. Box:		
City:	Province/State:	
Country:	Postal Code/Zip:	
Phone:	Fax:	
Email address:		
Special food instructions:		
Program Fee:	Individual	\$750 Cdn
	Total Payment (Fee + 6% GST)	

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REGISTRATION - PART 2

Payment: The full fee must be paid with the registration. **THERE ARE NO REFUNDS;** however, a substitute can be sent.

Please make payment by cheque or money order to *Sandy Wise & Associates Inc.* We do not accept credit cards.

Registration Form: Once completed, please send via email to wise@sympatico.ca or mail to: Sandy Wise & Associates Inc., 49 Roe Ave., Toronto ON, M5M 2H6 or via fax to 416-322-5547.

For Additional Information: Please send an email or call us at 416-322-0377.