



**Course Title:** Appreciative Inquiry

**Course Length:** 1 day

**Time Online:** N/A

**Time in Class:** 8 hours

**Time in Lab:** N/A

**Class Size:** Minimum 6 / Maximum 15

**Price Per Student:** \$2,795.00\*

**Location:** Company Site

### **Course Description**

Organizations can be thought of as living beings made up of the individuals working within it. Appreciative Inquiry has the ability to change the whole organization by changing the people. Through positive questioning people will be directed to move in a positive direction. Recognizing the strengths and values of what works as opposed to what's wrong will transform the individuals and thus transform the organization. Appreciative Inquiry is a shift from looking at problems and deficiencies and instead focusing on strengths and successes. It is a tool for organizational change, and it will strengthen relationships. Who doesn't like to share good positive stories and events? Think about it.

### **Course Learning Objectives:**

- Know the meaning of appreciative inquiry
- Think in positive terms and avoid thinking negatively
- Encourage others to think positively
- Recognize positive attributes in people
- Create positive imagery
- Manage and guide employees in a positive environment

### Course Content/Syllabus

1. Module One: Getting Started
  - a. Workshop Objectives
  - b. Pre-Assignment
2. Module Two: Introducing Appreciative Inquiry
  - a. What is Appreciative Inquiry?
  - b. Generating a Better Future
  - c. Engaging People in Positive Thought
  - d. Change the People, Change the Organization
  - e. Case Study
  - f. Module Two: Review Questions

\* Price based on minimum enrollment, subject to change

3. Module Three: Changing the Way You Think
  - a. Shifting from “What’s Wrong?” to “What’s Right?”
  - b. It’s Not Eliminating Mistakes – It’s Holding Up Successes
  - c. Positive Language Will Affect People’s Thinking
  - d. Limit or Remove Negative Phrasing
  - e. Case Study
  - f. Module Three: Review Questions
4. Module Four: Four D Model 17
  - a. Discovery
  - b. Dream
  - c. Design
  - d. Delivery
  - e. Case Study
  - f. Module Four: Review Questions
5. Module Five: Four I Model
  - a. Initiative
  - b. Inquire
  - c. Imagine
  - d. Innovate
  - e. Case Study
  - f. Module Five: Review Questions
6. Module Six: Appreciative Inquiry Interview Style
  - a. Framing Positive Questions
  - b. Solicit Positive Stories
  - c. Finding What Works
  - d. Recognize the Reoccurring Themes
  - e. Case Study
  - f. Module Six: Review Questions