

What is Appreciative Inquiry?

- Appreciative Inquiry is ...
 - recognizing positive things we do
 - based on strengths rather than weaknesses
 - about what is possible rather than what is not

- Principles
 - In Appreciative Inquiry we do more of 'what works' than less of 'what doesn't'
 - Encourages us positively by telling us 'what we do right' rather than 'what we do wrong'

Differences in approach

Problem Solving	Appreciative Inquiry
Identification of problems	Appreciating the best of 'what is'
Analysis of causes	Envisioning 'what might be'
Analysis of possible solutions	Dialoging 'what should be'
Planning of actions	Planning of actions

Structure: Participants go through four phases:

1. In the **discovery** phase the members of an organisation ...
 - explore what they have achieved and try to find past and present highlights
2. In the **dream** phase the members of an organisation ...
 - creating a clear results-oriented vision of the organisation
3. In the **design** phase the members of an organisation ...
 - creating possibility propositions of the ideal organisation
4. In the **destiny** phase the members of an organisation ...
 - develop a plan how to put the ideas in action