Appreciative Inquiry (A.I.)

How to implement change in an organization so as to motivate people towards success ?

Duration

1 day

Target audience

Anybody, every person, department, service, <u>or</u> business man willing to build a motivating future.

Objectives

• Share the vision of the company (common objectives) by considering the success of people, of a team, of the company (positives forces)

• Build (« co-creation ») a motivating future for the people (aspirational future)

• Create group cohesion and team spirit (Team Building)

• Promote creativity and innovation (prefrontal approach)

• Induce dynamics and develop motivation through participation

• Find innovating solutions which are applicable within the reality of the company

• Elaborate an action plan (who does what, when?)

• Application of the action plan.

Program

The program consists of 4 steps :

1. Discovery: Appreciate talent, resources, success, ...
Research and identification of evidence of individual successes, as well as achievements of a team and of the company.
2. Dream: What might it be? What do you want?
Starting from these positive points, the participants define a future. Creativity and innovation are favoured. Everything is possible.
3. Design: What should it be? What would be ideal? How do I best use my resources?
Choices are discussed in order to define the priorities and the possibilities. The participants remain in the reality of the company.
4. Destiny/Deliver: What will it be? What are we going to do?
The participants work out a practical action plan.

Methodology

Combination of work in pairs and in group. Intense participation process.
Starting from success stories, we then get a vision on an ideal future and we end up with an action plan.

Remark : behavioural styles :

- this one-day-program includes in the morning : behavioural style and the discovery of strengths and areas for special attention (based on social styles).

- the A.I. program on its own can be developed in ½ day.