

APPRECIATIVE INQUIRY

Appreciative Inquiry (developed by David Cooperrider in the mid-eighties) is a way of looking at organisational development and improvement which focuses on identifying and doing more of what is already working, rather than looking for problems and trying to fix them. It makes rapid change possible by focusing on the core strengths of an individual and/or team and then uses those strengths to reshape the future.

It is a participative learning process to share best practice. It is also a way of managing and working that encourages trust, reduces defensiveness and suspicion, and helps to establish strong working relationships quickly.

DEVELOPING OTHERS

EDUCATION & TRAINING FOUNDATION

The appreciative eye apprehends 'what is' rather than 'what is not'

KEY ASSUMPTIONS

- The act of asking questions of an organisation, or group influences the group in some way.
- In everybody's organisation or group, something works.
- A positive approach helps to take things forward.
- It is important to set out a positive reality.
- People have more confidence to journey to the future (the unknown) when they carry forward parts of the past (the known).
- If we carry forward parts of the past, they should be what is best about the past.
- It is important to value differences.
- The language we use when we talk about things creates our reality.