Training Program

Appreciative Inquiry Practitioner

Appreciative Inquiry is a change management method that began in the United States in the late 1980s and has been growing in France and Europe over last ten years. It is based on constructionist theory, the discovery of personal and organizational strengths and positive psychology, with an extensive background in experimentation.

It represents a break from the traditional problem-solving approach, instead focusing and basing change on the successes, strengths and positive energy within the company using a specific methodology. Learning and applying the method revitalizes the practice of coaches, consultants, managers and project managers and helps them expand their work.

Appreciative Inquiry has many applications: social and organizational assessment, change management, team building, innovation for better organization, management and leadership development, conventions and summits, etc.

Objective of the training

The training's objective is to help participants learn a methodology for carrying out appreciative projects with their clients, partners or team members, which will help expand their work and spread the influence of the appreciative mindset and approach.

Content

- Key principles of the 5-D cycle methodology: Define - Discovery - Dream - Design – Destiny ;
- The development, philosophy, spirit and theory of Appreciative Inquiry ;
- The power of appreciative questions ;
- Key psychological research that supports the practice, with particular reference to strengths, positivity, positive deviance, high quality relations, and micro-moments of influence ;
- Worked case studies taken from the facilitators lived practice ;
- Practical exercises for use in their own work, both with and without the use of development tools ;
- The experience of a complete 5D Appreciative Inquiry process drawn from participants' current challenges ;
- Learning distillation through periods of sharing and reflection.

Targeted aptitudes

- Explaining the Appreciative Inquiry process and its benefits to colleagues or clients ;
- Identifying issues or change project within organizations that can be dealt with using the Appreciative Inquiry method ;
- Design a discovery interview proforma :
- Convert a problem statement into an affirmative topic ;
- Craft appreciative questions ;
- Work through a complete Appreciative inquiry process ;
- Incorporate the use of development tools and exercises into their practice ;
- Apply the learning from the workshop to their own challenge.

Dates, location and prices
Visit the website to view prices and dates: http://www.ifai-appreciativeinquiry.com.
Each session is open to a minimum of 8 and maximum of 20 participants.
To register for the session you are interested in, view the schedule and fill in the registration form.
All sessions will take place in Paris and be in-person.

Duration and timetable
4 days (28 h) | 9:00 am - 1:00 pm & 2:00 pm - 5:00 pm

Facilitators

Sarah Lewis, Principal and Founder Member of the Association of Business Psychologists. Author of 'Positive Psychology at Work', 'Positive Psychology and Change', and 'Positive Psychology in Business'. Lead author of 'Appreciative Inquiry for Change Management'

Christine Cayré Associate of IFAI , collective coaching facilitator. Translator of "Appreciative Inquiry in healthcare, Positive questions to bring out the best." Diana Whitney & al. Dunod 2019

Jean Pagès, Founder of IFAI, author of the first book on Appreciative Inquiry in France, "Coaching with the Appreciative Inquiry method"

Christine and Jean hold "The Appreciative Inquiry Certificate in Positive Business and Society Change" from the Case Western Reserve University's Weatherhead School of Management (Cleveland, Ohio).

Target audience
This 4-day operational training is open to all professionals who work with groups and who wish to work with the Appreciative Inquiry mindset and approach.

Our program addresses a mix of coaches, consultants, facilitators, HR managers, managers, executives, project managers, instructors, etc, who share their perspectives on applying the appreciative approach in organizations.

This program is enriched by this diversity of perspectives.

Prerequisites and prior background are not required.

Didactic methods

This four-day training introduces participants to the philosophy and practice of Appreciative Inquiry, while also laying the groundwork for achieving the Case Western Reserve University of Cleveland, Weatherhead School of Management advanced program.
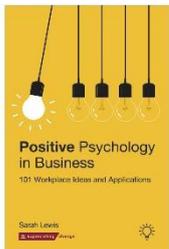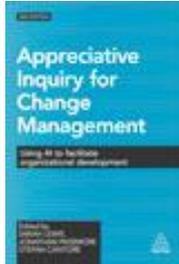
These 4 days are highly experiential and participative including pair and group exercises and discussions, with plenty of opportunity for participants to work on their own work challenges or interests.

Supervision
In-person or remote one-on-one supervision is possible for the participants following the training.
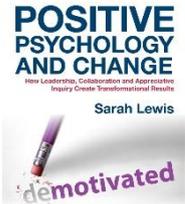
Teaching and organization

In-person training
Participants must confirm their presence by signing a daily attendance sheet
At the end of the program, you will be given a training certificate
There will be a satisfaction survey at the end of the training

You will receive the following resources during the training
1/ A book of Sarah Lewis and a set of didactic cards.
2/ access to the online document platform that includes:
- Program material and examples of documents used in real-life AI summits;
- A scientific library on Appreciative Inquiry.

Evaluation

Each participant will be required to fill in a preliminary questionnaire before beginning the training
There will be a formative assessment during the period between modules, as well as an intersessional assignment to be handed in before the beginning of the 2nd module
A final assessment will take place at the end of the training
These steps must be followed in order to begin the training and receive the training certificate.

Accessibility for people with disabilities

Please inform us at the time of registration if accessibility is required.
Please refer to the contact person for people with disabilities and CSR for more information:
See the section on "Administrative information"

Administrative information

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Information about the program

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Appreciative Inquiry Practitioner

On the first day, we will look at...
- The Appreciative Inquiry mindset : curiosity, generosity, connection and community.
- The basic and theoretical principles of the approach
- The history of AI
- The main phases of the approach

The next 3 days.

We will experiment with the approach using concrete participant-led situations to gain practical experience with the method. You can already start thinking about the types of situations: launching a new project, group coaching, change management, mediation, etc.

Over the 3 days, we will look at how to work through the approach using situations chosen by the group. To facilitate interaction and provide a more engaging experience, the activity will be done in sub-groups of 6/7 participants. The whole group will also reconvene at intervals.

Time will be set aside to bring together what has been learned in the program so as to help you put it in action immediately after the program.

The general spirit of the program.

We find there are a number of attitudes, which in theory may seem obvious, that are useful for the training:

Trusting the process: the more you allow the process to unfold, the more it will reveal its full potential...

Cultivating an attitude of "not knowing": momentarily abandoning what we know to create space to discover and appreciate what is.

Adopting an appreciative mindset while learning: being receptive and open-minded, looking for strengths, exercising creative imagination, exploring provocative ideas, being result-oriented and kind.

Detailed program
Appreciative Inquiry Practitioner
(sequence order may vary)

DAY 1
I. **Introduction to Appreciate Inquiry**
 I.1. Laying the ground to generative conversations
 I.2. Positive and constructionist schools of thought
 I.3. The birth of AI
 I.4. The power of appreciative questions + experimentation

II. **Applications of Appreciative Inquiry**
 II.1. Topics addressed and types of facilitation

III. **Method overview**
 III.1. The 5 Ds: Define - Discovery - Dream - Design - Destiny

IV. **The theoretical principles**
 IV.1. The constructionist principle
 IV.2. The simultaneity principle
 IV.3. The poetic principle
 IV.4. The anticipatory principle
 IV.5. The positive principles
 IV.6. The wholeness principle
 IV.7. The enactment principle
 IV.8. The free choice principle

V. **The process steps in practice: the Definition phase**
 V.1. Power of mental images and the attracting power of positive representations
 V.2. The attractive topic choice

DAY 2
VI. **Exploring our individual strengths and strengths-spotting in others**

VII. **The process steps in practice: preparing the Discovery phase**
 VII.1. Appreciative questions
 VII.2. Conducting "Discovery" interviews
 VII.3. Building an interview guide
 VII.4. Collecting and sharing information from the "Discovery" phase

VIII. **Prepare for intersessional assignment**

DAY 3
IX. **Introduction**
 IX.1. Feedback on intersessional assignment

X. **The process steps in practice: the Discovery phase**
 X.1. Collecting and sharing information from the "Discovery" phase
 X.2. Facilitating the Discovery phase

XI. **The process steps in practice: the Dream phase**
 XI.1. Conducting "Dream" interviews
 XI.2. Sparking creativity: facilitating the "Dream" phase

XII. **The process steps in practice: the Design phase**
 XII.1. Architecture of change
 XII.2. Criteria for high-impact propositions
 XII.3. Proposition formats
 XII.4. Facilitating the Design phase

DAY 4
XIII. **Facilitation in companies using Appreciative Inquiry**
 XIII.1. Case study presentation
 XIII.2. How to talk about Appreciative Inquiry : reverse teaching
 XIII.3. Building a group change project in a takeover situation
  ● Identifying challenges and defining a positive direction in a difficult situation
  ● Building a project team
  ● Training the project team
  ● Building the facilitation session in practice
  ● Facilitation of the process

XIV. **Appreciative approach's conditions for success**
 XIV.1.1. A favorable context: from crisis situation to anticipation
 XIV.1.2. Commitment of executives and sponsors
 XIV.1.3. Choosing an effective project manager and project team
 XIV.1.4. Project building with rigor: resources, timeline, relationship to other corporate processes, etc.
 XIV.1.5. Quality of the client relationship, personal commitment, quality of the facilitation

XV. **Entering a community of appreciative approach practitioners and personal and professional development after the training. How to be get certified with Case Western Reserve University.**