



## Appreciative Inquiry Workshop

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.

### Workshop 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



For more information or to reserve your spot in this workshop, please contact:

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## CLASS CONTENT

### **Section One: Getting Started**

Housekeeping Items  
Workshop Objectives  
Pre-Assignment

### **Section Two: Introducing Appreciative Inquiry**

What is Appreciative Inquiry?  
Generating a Better Future  
Engaging People in Positive Thought  
Change the Person, Change the Organization  
Case Study

### **Section Three: Changing the Way You Think**

Shifting from “What’s Wrong?” to “What’s Right?”  
It’s Not Eliminating Mistakes-It’s Holding up Successes  
Positive Language Will Affect People’s Thinking  
Limit or Remove Negative Phrasing  
Case Study

### **Section Four: Four D Model**

Discovery  
Dream  
Design  
Delivery  
Case Study

### **Section Five: Four I Model**

Initiate  
Inquire  
Imagine  
Innovate  
Case Study

### **Section Six: Appreciative Inquiry Interview Style**

Framing Positive Questions  
Solicit Positive Stories  
Finding What Works  
Recognize the Reoccurring Themes  
Case Study

### **Section Seven: Anticipatory Reality**

Imagining a Successful Future Will Affect the Present  
Controlling Negative Anticipation  
Current Decisions Will Be Influenced Positively  
Base It on Data and Real Examples  
Case Study

### **Section Eight: The Power of Positive Imagery**

Shaping Performance with Positive Imagery  
Being Better Prepared for Adversity  
People are More Flexible and Creative  
Think of the Perfect Situation  
Case Study

### **Section Nine: Influencing Change Through Appreciative Inquiry**

Using Strengths to Solve Challenges  
Confidence Will Promote Positive Change  
Inquiry is a Seed of Change  
People Will Gravitate Towards What is Expected of Them  
Case Study

### **Section Ten: Coaching and Managing With Appreciative Inquiry**

Build Around What Works  
Focus on Increases  
Recognize the Best in People  
Limit or Remove Negative Comments

Case Study

**Section Eleven: Creating a Positive Core**

Strengths

Best Practices

Peak Experiences

Successes

Case Study

**Section Twelve: Wrapping Up**

Words from the Wise

Completion of Action Plans and Evaluations