

International Leadership Institute

Using Appreciative Inquiry to Grow as a Leader

#IABCLI session handout | Long Beach | California

Inspiring the
Leader in YOU



International Association
of Business Communicators

Five words from each participant answering
'What do I need to grow as a leader?'
The most used word is the biggest

Inspiring the
Leader in YOU



challenge



Photos by Leanne Joyce

Using Appreciative Inquiry to Grow as a Leader

Organizations are created, maintained and changed by conversations. It is how connection is created.

In this session we will explore how you can use a tool like Appreciative Inquiry to identify opportunities for change, how to mobilize leaders – and maintain shared momentum.

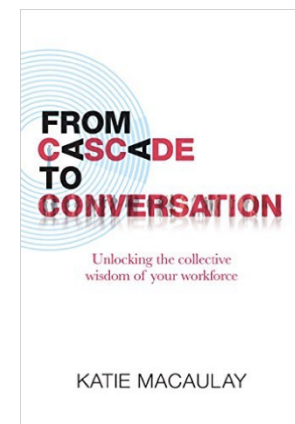
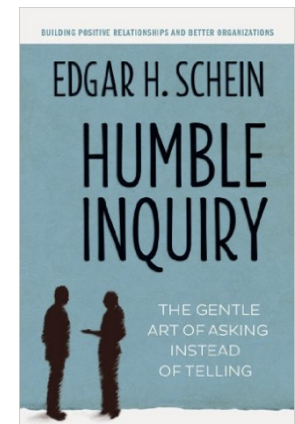
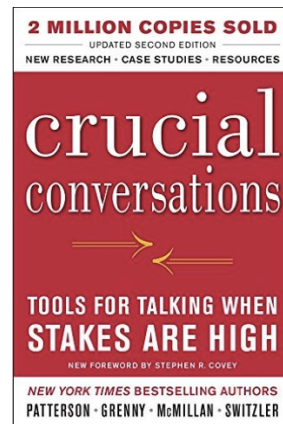
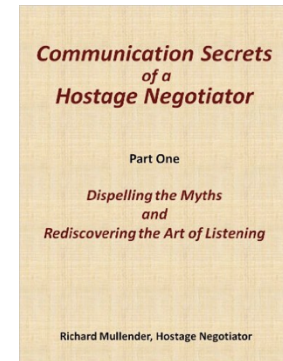
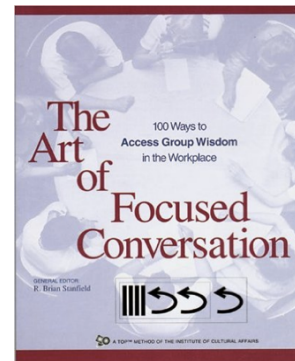
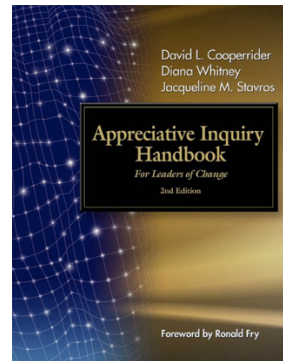
It will be a highly interactive session. And you'll walk away with practical tools you can use straight away.

With your board, with your clients, with everybody.

@michaelambjorn

#IABCLI #createconnection

A broader bookshelf on the art of asking questions...



Inspiring the Leader in YOU



Appreciative Inquiry Handbook

The concise read: the top highlights

Appreciative Inquiry seeks out the best of 'what is' to help ignite the collective imagination of 'what might be'.

Every organization has something that works right - things that give it life when it is most alive, effective, successful, and connected in healthy ways to its stakeholders and communities.

Appreciative Inquiry begins by identifying what is positive and connecting to it in ways that heighten the energy, vision, and action for change.

The new methods are distinguished by the art and science of asking powerful and unconditional positive questions.

As a method of organizational analysis, Appreciative Inquiry differs from conventional managerial problem solving.

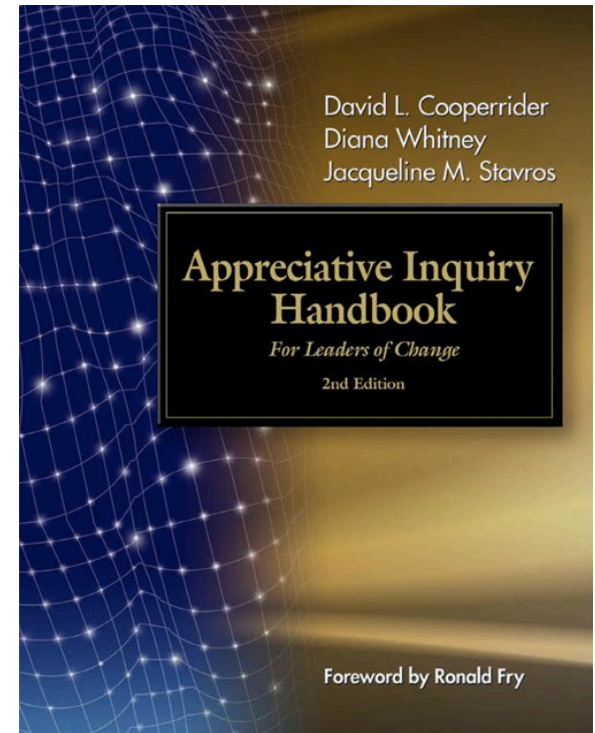
The basic assumption of problem solving is that 'organizing is a problem to be solved'.

The task of improvement traditionally involves removing deficits by:

1. identifying the key problems of deficiencies
2. analyzing the causes
3. analyzing solutions, and
4. developing an action plan.

In contrast, the underlying assumption of Appreciative Inquiry is that an organization is a 'solution to be embraced' rather than a 'problem to be solved'.

For example through exploring: 'What factors give life to this organization when it is - and has been - most alive, successful, and effective?'



<http://j.mp/appreciativeinquiryhandbook>

**Got a question?
Got a challenge?
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**Inspiring the
Leader in Y_AU**

