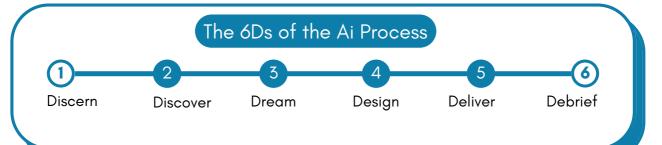
Appreciative Inquiry (Ai) Basics



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The Appreciative Paradigm

Where traditional problem-solving methods focuses negative energy around problems, Ai is rooted in an appreciative approach that focuses on building upon existing strengths and positive attributes.

Problem-Focused Approach	Appreciative Approach
Identify and solve problems	Identify and build on strengths
Analytical and critical	Positive and optimistic
Change is necessary to fix problems	Change is an opportunity to build on existing strengths
The goal is to eliminate problems	The goal is to enhance and amplify strengths

Suggested Process Timeline

The timeline for an Ai process can vary widely according to your scope, resources, and goals. Here are some possible timelines:

Phase	3-hour Al Workshop	Several Weeks per Phase	Several Months per Phase
Discern	1 hour	1-2 weeks	1-2 months
Discover	1 hour	2-3 weeks	2-3 months
Dream	1 hour	2-3 weeks	2-3 months
Design	N/A	2-3 weeks	2-3 months
Deliver	N/A	2-3 weeks	2-3 months
Debrief	N/A	1-2 weeks	1-2 months

Some Examples of the Appreciative Approach

	Problem-Focused Approach	Appreciative Approach
1. Leadership Development	Focuses on identifying leadership gaps and training programs to fix them	Focuses on identifying and amplifying existing leadership strengths
2. Employee Engagement	Focuses on identifying problems that are causing low engagement and fixing them	Focuses on identifying strengths and building on them to increase engagement
3. Performance Improvement	Focuses on identifying performance gaps and implementing systems to fix them	Focuses on identifying existing strengths and building on them to improve performance
4. Quality Improvement	Focuses on identifying problems in the quality of products or services and implementing processes to fix them	Focuses on identifying existing strengths in quality and building on them to improve quality
5. Change Management	Focuses on identifying resistance to change and implementing strategies to overcome it	Focuses on identifying existing strengths and building on them to make change successful

Suggested Appreciative Activities for Each Phase

Discernment Phase	Discovery Phase	Dream
1. Build a Team 2. Define your purpose 3. Outline your focus area 4. Decide your approach 5. Understand your power 6. Prepare for change	1. Gifts assessments 2. Asset mapping 3. Advice campaigns 4. Leadership forums 5. Community conversations 6. Networking events	1. Brainstorming sessions 2. Mind mapping sessions 3. Focus groups discussions 4. One-on-one interviews 5. Jobs-to-be-done interviews 6. Use design thinking tools

Design	Deliver	Debrief
1. Business model generator 2. Theory of change map 3. Logic model 4. SWOT analysis 5. Operating budget 6. Gantt chart	1. Vision casting 2. Plan PR campaign 3. Train volunteers 4. Coordinate logistics 5. Prepare for feedback 6. Implement project	 Celebrate! Chart pains and gains Name wins and losses Collect feedback Acknowledge team efforts Plan for the future