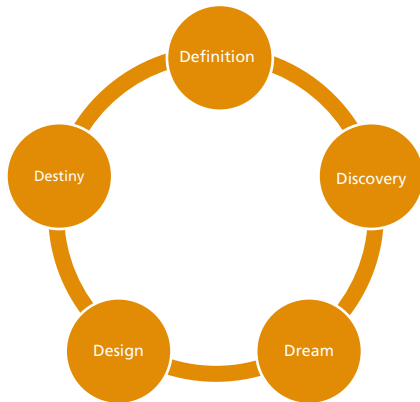
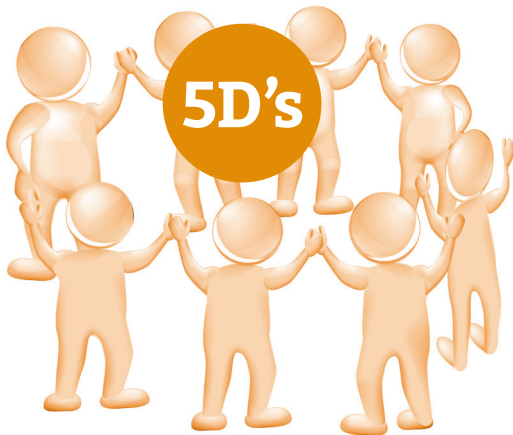


# Appreciative Inquiry

2 hours – 1 day



A different way to see and be in the world, to learn and build on what we do well rather than focusing upon problems. Appreciative Inquiry can generate ideas, energise changes and stimulate innovation on a large scale.

# Appreciative Inquiry

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Use to celebrate what is already working well, analyse why and engage teams to do more of this to build upon past success and move towards the best future that can be imagined.

- 1. Definition.** Frame the topic, what is the inquiry?
- 2. Discovery.** Be curious about how to build upon past success. What has worked well before and why? Capture each story in a single sentence.
- 3. Dream.** Small groups imagine what a positive outcome would look like. What would we love to see happening? What's different? Energy is generated by expressing this future creatively.
- 4. Design.** What must we do now to make our dreams a reality? Think about actions, processes, systems, changes that could bring the dream into reality.
- 5. Delivery.** How will we take our topic forward? How will we measure success? Encourage individuals to suggest ideas that they can own and take forward incrementally.