# appreciative inquiry

### an introduction



How might we inspire action towards a desired future?

## Doreclau ap·pre·ci·ate to grasp the nature, worth, quality, or significance of

A collaborative, strength-based and inclusive way to inspire positive change through intentional questions.

discover dream design 4 destiny

## principles

When you **focus** on **strengths** weaknesses become irrelevant. Give people an opportunity to use their strengths.

Words create worlds. If you can describe a shared, meaningful future you will start moving towards it.

Immediate whole system change is possible through **one-on-one conversations**.

How might we align teams and inspire change towards a shared vision?

How might we align teams? | 3 min each

Tell me about a time when you were most effective as part of a team?



What did you, the rest of the team, and the company do to contribute to this success?



### dream

Imagine a year from now. The team is engaged, relaxed and collaborating effectively. What changed? What does it look like? Who is involved? What made it possible?



It's 2 years from now. "I'm most proud of this team because...."

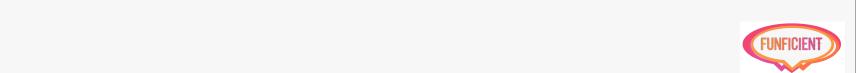




What did we have in common?

Who volunteers to own each area?

Prototypes to make the thoughts into things.



# destiny

OpenSpace & Planning sessions | 35 - 45 min

Show-and-tell. Share the concept and vision.



Prioritization & planning workshop to create actionable next steps.



When will we get together again to share successes and talk about failures?

# thank you

