Appreciative Inquiry
The Philosophy

Appreciative Inquiry is an articulated theory that rationalizes and reinforces the habit of mind that moves through the world in a generative frame seeking and finding images of the possible rather than scenes of disaster and despair.

Jane Magruder Watkins

If you want to build a ship, then don’t drum up men to gather wood, give orders, and divide the work. Rather, teach them to yearn for the far and endless sea.

Antoine de Saint-Exupery

You cannot solve a problem from the mindset that created it.

Albert Einstein

All the greatest and most important problems of life are fundamentally insoluble... They can never be solved, but only outgrown. This “outgrowing” proves on further investigation to require a new level of consciousness. Some higher or wider interest appeared on the horizon and through the broadening of outlook the insoluble problem lost its urgency. It was not solved logically in its own terms but faded when confronted with a new and stronger life urge.

Carl Jung

Appreciative Inquiry
The Model

The Appreciative Inquiry 5D Spiral of Development

An iterative, generative, process that uses collaborative inquiry, and strategic visioning to unleash the positive energy within individuals and organizations.

Define
Awareness of the need for development.
Preparing for an appreciative process.
Committing to the positive

Discover
Interview process and gathering of experience.
Inquiry into the life-giving properties of the individual or organization.
Valuing the Best of What Is

Dream
What is the world calling our organization to be? Developing common images for the future.
Writing provocative propositions.
Visioning the Ideal

Design
Aligning values, structures and mission with the ideal.
Developing achievable plans and steps to make the vision a reality.
Dialoguing What Should Be

Deliver
Co-creating a sustainable, preferred future.

Appreciative Inquiry
The Process

More than a method or technique, the appreciative mode of inquiry is a means of living with, being with and directly participating in the life of a human system in a way that compels one to inquire into the deeper life-generating essentials and potentials of organizational existence.

David Cooperrider

The Five Phases

5: Deliver
Co-creating a sustainable, preferred future.

4: Design
Aligning values, structures and mission with the ideal.
Developing achievable plans and steps to make the vision a reality.
Dialoguing What Should Be

3: Dream
What is the world calling our organization to be? Developing common images for the future.
Writing provocative propositions.
Visioning the Ideal

2: Discover
Interview process and gathering of experience.
Inquiry into the life-giving properties of the individual or organization.
Valuing the Best of What Is

1: Define
Awareness of the need for development.
Preparing for an appreciative process.
Committing to the positive

http://www.clergyleadership.com

Appreciative Inquiry Model for Organizations

Clergy Leadership Institute