

# appreciative inquiry

**an introduction**



How might we inspire action  
towards a desired future?

# appreciative in·quire to seek for information inquiry

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.

1 discover 2 dream 3 design 4 destiny

# principles

1

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

2

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

3

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

topic

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

# discover

How might we align teams? | 3 min each

1

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

2

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

# dream

How might we align teams? | 3 min each

1

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?

2

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

# design

OpenSpace & Ideation sessions | 35 - 45 min

1

What did we have in common?

2

Who volunteers to own each area?

3

Prototypes to make the thoughts into things.



# destiny

OpenSpace & Planning sessions | 35 - 45 min

1

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

2

Prioritization & planning workshop to create actionable next steps.

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

thank  
you

