

Appreciative Inquiry Technique

Appreciative Inquiry

Using an Appreciative Inquiry approach, this technique can bring people together from across the organization, including partners, staff, citizens, and community organizations. Appreciative Inquiry systematically focuses participants' collective inquiry into 4 key areas: 1) the best of what is (past and present); 2) the best things could be (future); 3) how things should be (weighing options); and 4) designing how to get there (identifying actions).

When could you use story telling?

- To bring large groups of people to work together to better understand diversity, generate ideas, build momentum and energy and look for ways to move forward
- To work as a whole system to create change in a positive way

Pros and Cons

There are pros and cons to consider when using the appreciative inquiry technique. This technique encourages people to focus on the opportunities versus the problems. People can generally access a wider range of thinking and acting when in a positive emotional space. It also builds deeper understanding and dialogue by having everyone together. However this technique requires significant resources for planning, communications and implementation and inclusive participation is essential for a successful outcome.

Resources Needed

For implementation, you will need a large venue to host many participants, set up with tables for small groups. Extensive, wide outreach and communications will be required to promote awareness of the event. Multiple facilitators and note takers will need to be present as well as people to support logistics.

FOR EXAMPLE...

Participants could be brought together to explore 1) what we appreciate in our communities and where things are working really well 2) what we hope for our neighbourhoods and communities as they change over time 3) how to reconcile the challenges we experience with the vision for the future, and what our priorities are and 4) how we each contribute to and participate in making our neighbourhoods strong and vibrant.

Other Considerations for Implementation

- Incorporate other virtual techniques of participation within the summit for those unable to attend (ex. Twitter, dial in and listen, live webcast streaming video, live electronic comment submissions)

More Information

Visit the AI Commons, <http://appreciativeinquiry.case.edu>, a portal of AI resources and practical tools.

The “Sustainable Cleveland” initiative hosts an annual AI summit. Here’s a description:
http://www.huffingtonpost.com/michele-hunt/sustainable-cleveland-2019_b_4828585.html

Watch a video here:

<http://vimeo.com/77067188>