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Appreciative Inquiry (AI) Workshop
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“AI” is . . . A process

- ↖ **focuses organizations on their positive qualities**
- ↖ **leverages those qualities to enhance the organization**

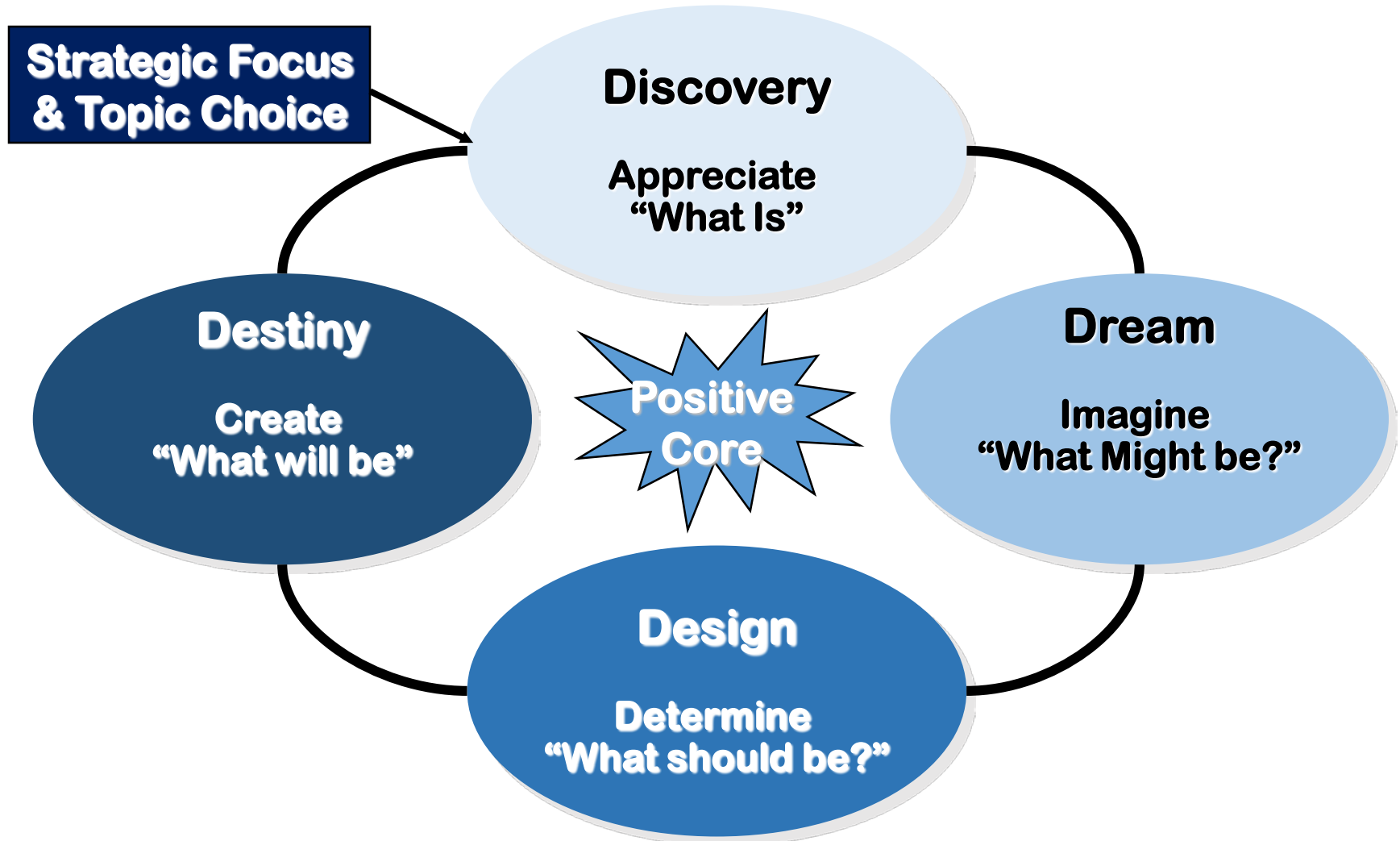
**Appreciative Inquiry =
the study of what works**



Assumptions of AI

- In every organization, something works well.
- Looking for what works well is more motivating than looking for what is wrong.
- What we focus on becomes reality.
- The act of asking questions begins change.
- Individuals & organizations move toward what they ask about (inquiry).
- We have more confidence and comfort to journey to the future when we bring forward parts of the past.
- If we bring parts of the past forward, they should be what is best.

Appreciative Inquiry “4-D Cycle”



The beginning ...

- **1987 – Cooperrider/Srivasta**
- **Case Western Reserve University--
Weatherhead School of Management**
- **Organizational change**

Positive Organizational Scholarship (POS)

- **Positive Psychology**
- **Positive Organizational Behavior**
- **Positive Organizational Development**



Growing Discipline

- **Graduate Programs**
 - **Case Western Reserve U**
 - **U of Michigan**
 - **U of Pennsylvania**
 - **Gonzaga U**
 - **Benedictine College**
 - **US Naval College**
 - **Theses, dissertations**