

STRATEGIC PLANNING SERVICES Appreciative Inquiry

Premise:

- In every organization, group or individual, something works and can be valued
- What we focus on becomes the reality we create
- The language we use creates our reality
- The act of asking a question begins the change
- People have more confidence to journey to the future when they carry forward the best parts of the past

Overview:

This one to three day process is a rapid and positive way to focus the orientation of an organization or team from problem solving to possibilities and opportunities. It builds on the positive foundation of the past by discovering and identifying the best of “What Is,” then envisioning “What Might Be.” From this process of appreciative inquiry, participants then dialog about “What Should Be” and innovate to determine “What Will Be.”

Results:

1. Participants discover what’s working that is critical to be included or leveraged in future plans
2. Strategies that are created have an elevated sense of purpose
3. The group shares a vision that clearly identifies what it will take for the organization’s or unit’s positive core to be boldly alive
4. Short- and long-term action plans are generated that enable the group to achieve its vision
5. Participants are fully engaged and committed to their positive future