Appreciative Inquiry

**Competency addressed in this class**

*Managing Work*
Employ effective and creative problem-solving approaches.

**Objective**

Appreciative Inquiry (AI) is a process that identifies what's already working in an organization and builds on that success. Rather than focusing on deficiencies and finding problems, you will learn how to ask questions and envision a future that fosters positive relationships and collaboration. AI links the creative energy found in success stories to make sustained change in both individuals and organizations.

**Desired Learning Outcomes**

After attending this session, you should be able to:

1. Describe the appreciative inquiry approach to workplace change.
2. Identify the basic principles and underlying assumptions of appreciative inquiry.
3. Apply selected parts of the four step AI process to your workplace.

**Instructor**

Mary Hoddy is UW-Madison Academic Staff Emerita. In her former position as Staff Education and Training Director for the Wisconsin Union, Mary developed and taught campus classes in communication skills, coaching, and management, plus adult education and workshop design. She also facilitated numerous teams and campus committees using organizational development approaches such as appreciative inquiry.