

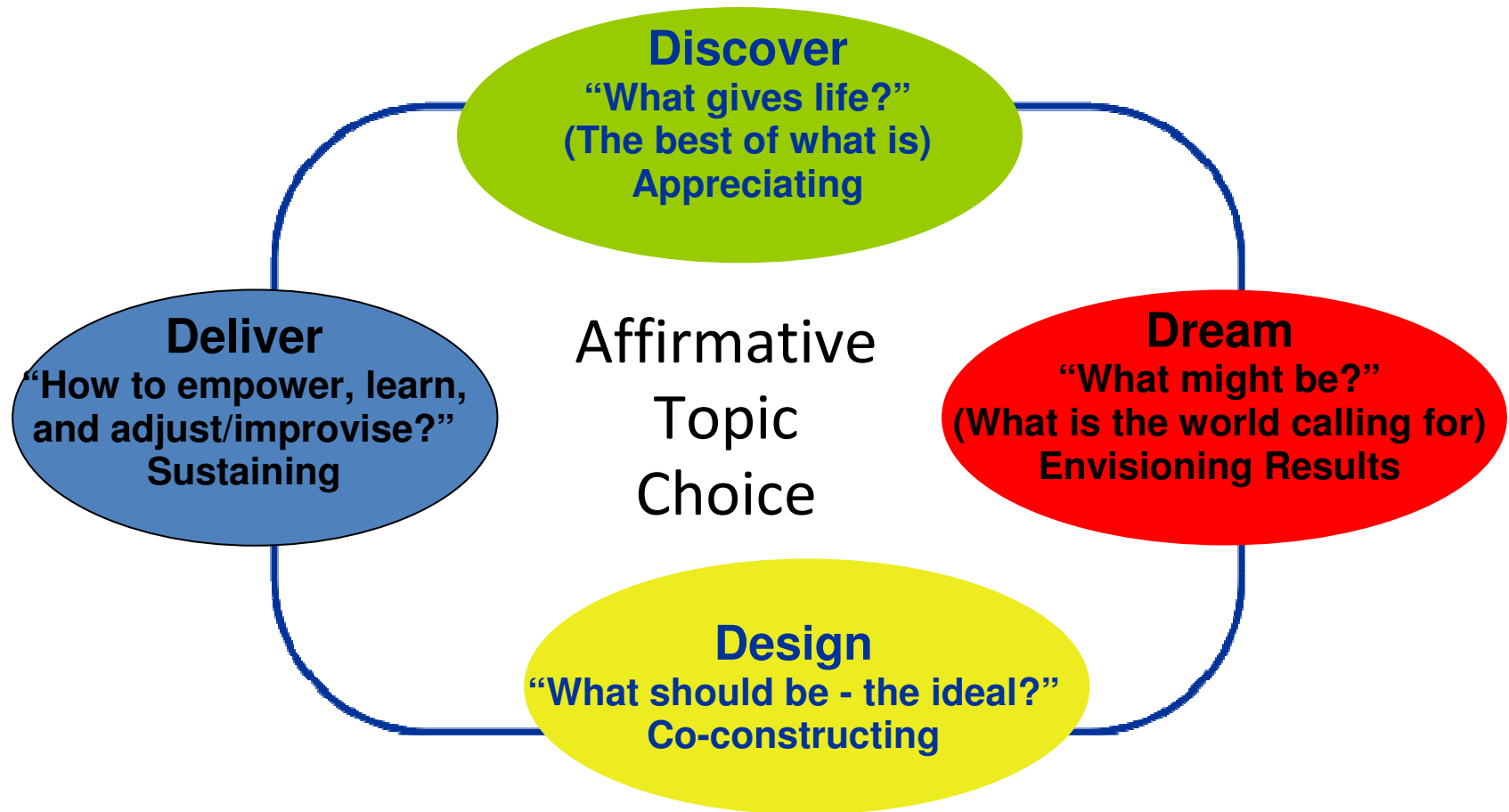
- ❖ **Cooperrider and Srivastva in 1987.**
- ❖ **Ap-pre'ci-ate - the act of recognizing the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems.**
- ❖ **In-quire, exploration and discovery ,to ask questions; to be open to seeing new potentials and possibilities.**

(Cooperrider et al, 2008)

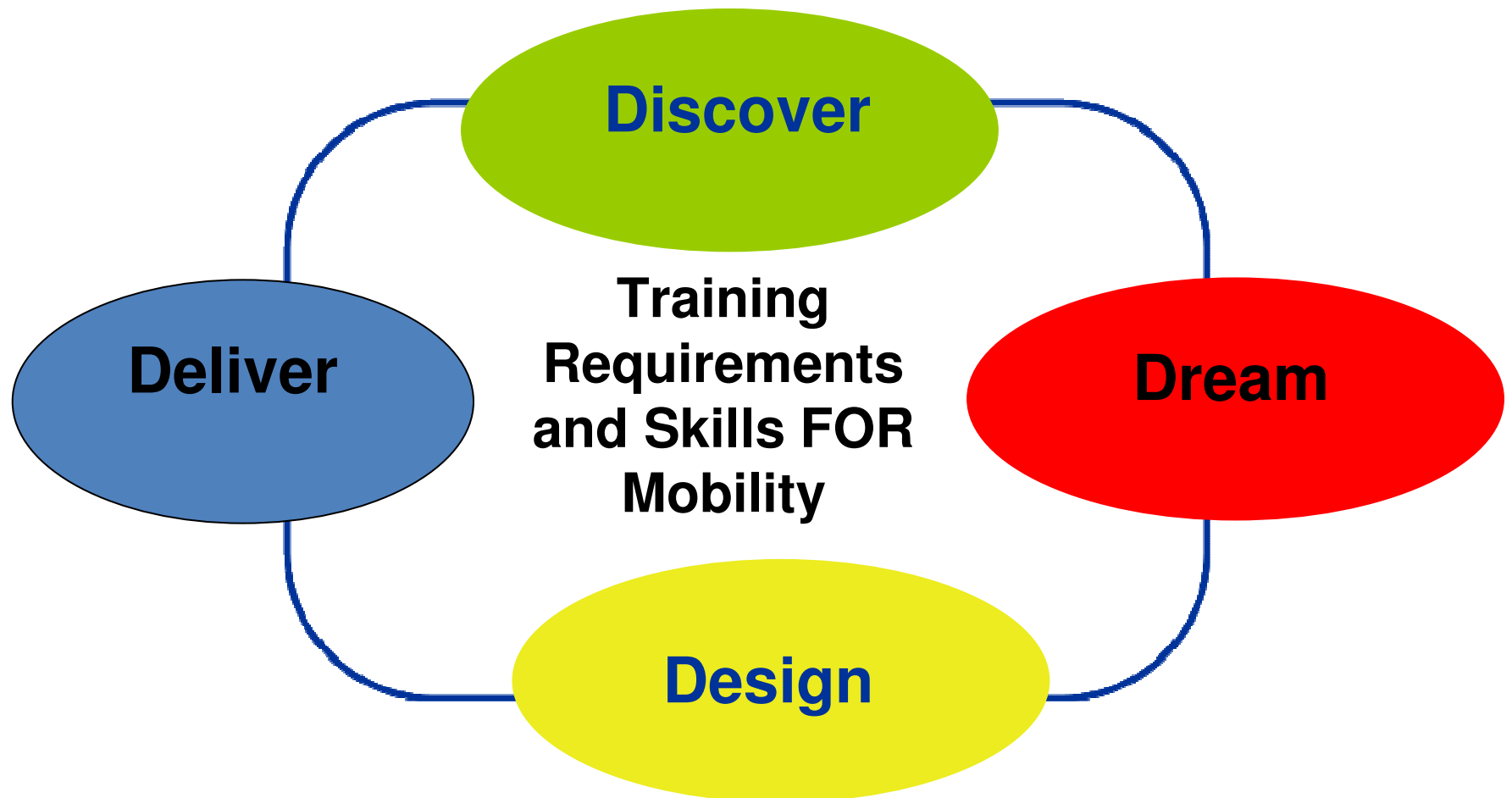
- **In human situations something works**
- **The language we use shapes our reality**
- **Positive questioning influences the outcome**
- **People have more confidence going into the future (unknown) when they can carry forward the best of the past (Known)**
- **Important to value differences – multiple realities**

(Hammond, 1998)

Appreciative Inquiry “4-D Cycle”



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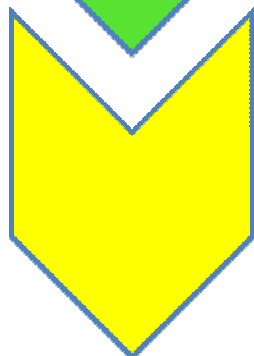
AI PROCESS



- Select focus area or topic(s) of interest
- Collect data eg interviews/ focus groups



- Identify patterns, themes and/or intriguing possibilities
- Create bold statements of ideal possibilities ("Provocative Propositions")



- Collect determine "what should be" (Set principles & priorities)
- Take action

Experience of Using AI

- **The art of positive questioning**
- **Inviting the extraordinary**
- **Managing the negative**

