

The background of the slide is a solid orange-brown color with a pattern of faint, stylized autumn leaves in various shades of brown and gold. The leaves are scattered across the page, some overlapping, creating a textured, seasonal feel.

The
APPRECIATIVE INQUIRY
Approach

What Is APPRECIATIVE INQUIRY ? (AI)

- AI is a way for groups to be in dialogue about what matters to them:
 - What matters now
 - What will matter in the future

Appreciative Inquiry

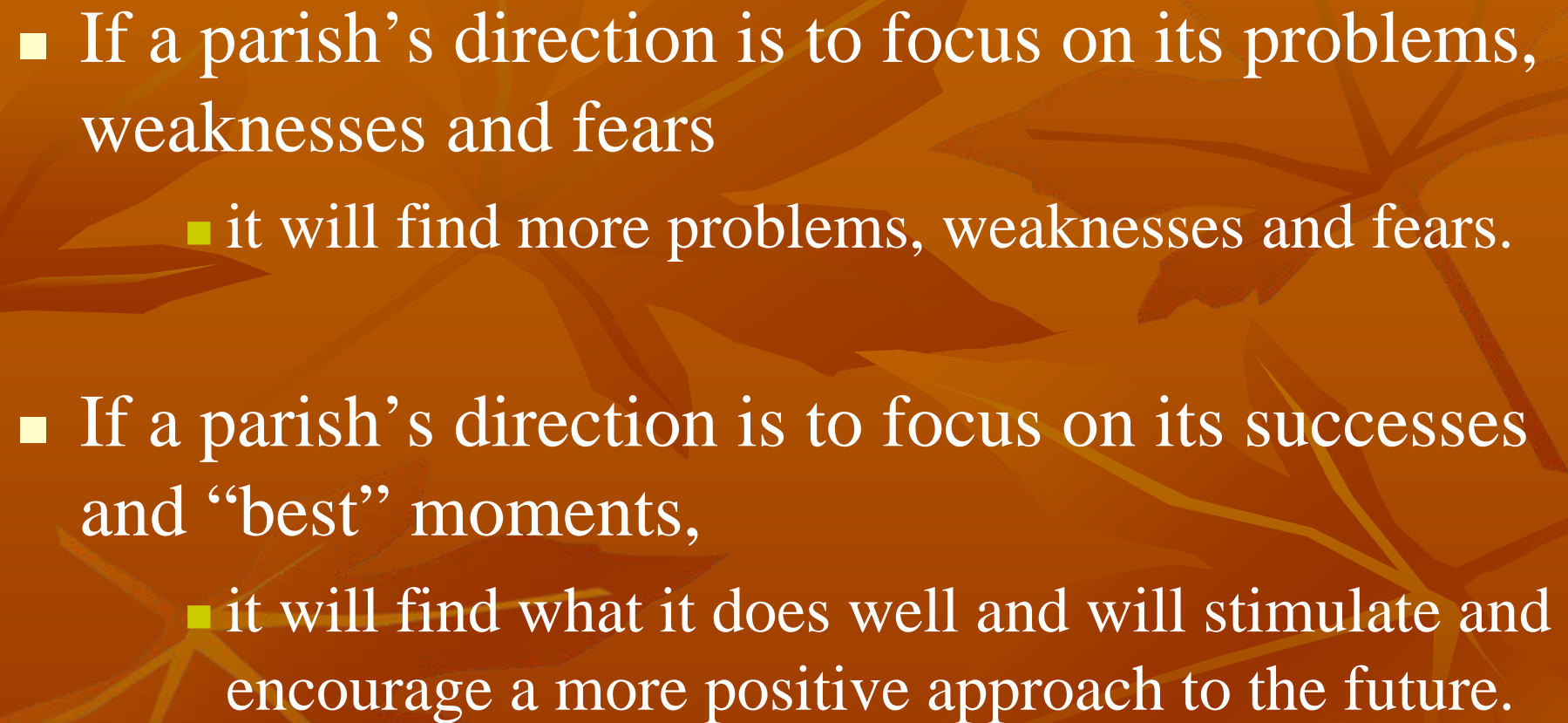
- Focuses on "the best of the past and present" -- in order to "ignite the collective imagination of what might be."

Dr. David L. Cooperrider

- The AI approach-

- is based on the belief that any parish will “find” what its direction is looking for.

TRANSLATION >>>>>

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- The background of the slide features a pattern of overlapping autumn leaves in various shades of orange, yellow, and brown, set against a dark orange gradient background.
- If a parish's direction is to focus on its problems, weaknesses and fears
 - it will find more problems, weaknesses and fears.
 - If a parish's direction is to focus on its successes and "best" moments,
 - it will find what it does well and will stimulate and encourage a more positive approach to the future.

Four Basic Steps

Discovering

Dreaming

Designing

Delivering

1) Discovering

- *People talk to each other.*
- *They share and discover from each other the times when their parish is at its best.*
- *They begin to appreciate the richness and vitality of the parish and can focus on the parish's successes.*
- *Group explores together...when are we at our best?*

2) Dreaming

- *The group begins to look at the areas for planning by envisioning...
what it could be like if the five parishes functioned as if the peak moments discovered in the “discovery” phase were the norm rather than the exception.*

Dreaming Continued

- *What do we know about ourselves (our parish and our cluster) that we can take pride in—count on?*
- *Group explores together...what is it about us that makes us so successful when we know we are at our best?*

3) Designing

- *The group, or a small committee of the group, is empowered to go away and design ways of creating the model, or action, or plan out of what was learned from steps one and two.*

Designing continued

- *They design together around the following...*

*if we know we are good at this,
then we can do it this way and
we know we will be successful
because this is who we are and
we will move forward with our successes.*

4) Delivering

The group implements the changes.

SOME ASSUMPTIONS...

- In every group, something works
- What we focus on becomes our reality
- Reality is created in the moment and there are multiple realities
- The act of asking questions of a group influences the group in some way

- People have more confidence and comfort to journey into the future (the unknown) when they can carry forward parts of the past (the known).
- If we carry parts of the past forward, they should be what we remember and experience as the “best” of the past.
- It is important to value differences.
- *The language we use creates our reality.*

Biggest Assumptions of All...

- **Whatever you want more of already exists in the group.**
- **When you do more of what works, the stuff that doesn't work goes away...
*or is significantly diminished.***

Usefulness Of The AI Approach

- In approaching any task, the model enables a group to:
 - focus on appreciating what it does well and
 - build on the positive energy that comes from that appreciation.
- It stimulates the group to talk about future planning and possibilities out of the positive rather than the negative.