

Pre-conference workshop

Appreciative Inquiry for Organizational Change

Date: September 17, 2006

Venue: .SDM - IMD, Mysore

"Appreciative Inquiry is, in my view, an exciting breakthrough, one that signals a change in the way we think about change. I'm intrigued by how rapidly it is emerging; but it is something substantive, conceptually strong, not like the quick fads. In my view we are looking at something important - AI will be enduring consequence and energizing innovation for the field. That's my prediction."

Richard Beckhard (founder of OD Field)

APPRECIATIVE INQUIRY

In this rapidly changing world, nothing is changing as fast as the management of change. Traditional Organisational Development efforts focus on what is wrong with organizations and how to fix them. This leads to tremendous drain of energy and creates a sense of inadequacy in the people apart from ignoring the better side of the organisation. Such efforts also require long time span for impacting. But, today's change management demands faster results. Appreciative Inquiry (AI) is a different

style of managing change, and of daring to dream and actually living upto that dream. Being on the positive side of the organisation, it seeks out the best of what already exists in the organization and then helps create a vision based on that very solid reality. This makes people more energized, strengthened and hopeful about the co-created future. The new energy and innovative ideas become the basis of a radical transformation of the organisation. The editor of 'The Organization Development Practitioner' Peter Sorenson argued that "AI" is more than a method; it is a paradigm change uniquely created for the opportunities of the 21st century".

OBJECTIVE

The workshop would aim at:

- Creating experience of the power of AI in action
- Learning concepts of AI
- Exploration into the variety of applications and their benefits in regard to organisational change.

APPLICATIONS

AI has been used very successfully in both the corporate and development sectors. It has been instrumental in changing entire communities and can be used in very small teams as well as large numbers, say from 7/8 to 1000. Its potential and flexibility is immense. Its applications can include productivity, innovation, strategy-development, organization renewal, customer service, business process redesign, safety and quality, corporate planning, institution building (mission and values), mergers, diversity, evaluation, organization culture, team building, leadership development, management audit, social

reconstruct and host of other issues, problems, questions or opportunities in the organizations.

PEDAGOGY

Methodology would be experiential with concepts and theory inputs along with small group interactions. All participants will be provided with a CD containing a book on AI, recommended articles and a listing of useful resources available on AI.

FOR WHOM

The purpose of this workshop is to enable the corporate and development sectors to learn this tool and exploit it to its full potential. It is aimed at **individuals who initiate and manage change**, such as CEOs, Strategic planners, HR and OD professionals, Professionals handling quality, mergers and acquisitions, project managers and other change agents in NGOs, B-school teachers and Management Consultants.

FACILITATORS

R.SANKARASUBRAMANYAN, Director - ChangeWorks. Sankar is a well-respected Organizational Change management consultant. He has used AI in various assignments for both corporate and social sectors for the last 6 years. He is also the National President of the Indian Society for Applied Behavioural Sciences (ISABS), the oldest behavioural body patterned on National Training Laboratory (NTL), USA.

DR. WASUNDHARA KANBUR, Project Coordinator, AI for Sneha. Wasundhara has worked in the public health sector and currently in the NGO sector with extensive experience in

Appreciative Inquiry. Also Consults on AI for International Peri-natal Unit, UK.