

# Appreciative Inquiry

define • discover • dream • design • destiny

*Be the change you want to see - Gandhi*

**Appreciative Inquiry (AI)** is a revolutionary process recognized worldwide for improving organizational effectiveness. It focuses on creative and innovative thinking about the strengths of an organization rather than more traditional deficit based problem solving approaches.

Staff and faculty are routinely called upon to solve communication issues, redesign process and organizational structures, and improve employee morale, teamwork, service delivery, and organizational effectiveness. As Emory endeavors to become a destination university and employer of choice, there is a critical need for strategic competencies and tools to align people, processes and practices with Emory's mission and vision.

The AI Practicum is an opportunity to share stories of your high point moments from previous organizations and Emory. Engage your analytical side to identify the story themes. Explore your creative side to develop affirmative topic and image a desired future for Emory. Fully step into Emory's story and join your HR colleagues to Discover, Dream and Design a campus wide initiative and write another chapter of Courageous Inquiry.

If you are interested in participating, please read the following information to learn more.

## Eligibility

- At least one full year of full-time service with Emory University
- Approvals of Supervisor and Dean, Director, Division Head or departmental/division Level III Human Resource Representative

## Goals

- Introduce Emory Human Resource Professionals to a methodology of change management
- Develop and enhance Human Resource strategic competencies across the university

## Learning Objectives

- Participants will learn the AI model for change management
- Theory of Appreciative Inquiry
- Affirmative Topic Development
- Forms of Engagement
- Discovering an organization's strengths
- Crafting Interview Guides
- Presentation Skills
- Develop, plan and present a project/initiative for the University

## HR Rep Certification

- Level I HR Reps may substitute the AI Practicum for 1 elective requirement.
- Level II and III HR Reps may substitute the AI Practicum for 3 elective requirements.
- Participants may repeat Practicum for all certification levels.

## Attendance at all workshops and meetings is mandatory

All workshops will be held at 1599 Clifton Road.

Date	Time	Room
August 5, 2011	8am – 5pm	5c
August 26, 2011*	8am – 5pm	1.432
September 16, 2011*	8am – 5pm	5C
September 30, 2011	8am – 5pm	5C
October 7, 2011	9am – 11am	5C
October 21, 2011	1pm – 3pm	5C
November 4, 2011	10am – 12pm	5C
November 18, 2011	10am – 12pm	5C
December 8, 2011	9am – 1pm	1.432
Project Presentation	TBD	

*\*Participants will conduct 10 – 15 stakeholder interviews between these dates.*

### How to Enroll

- Complete the AI Practicum Approval Form (Click here for form <sup>PDF</sup>)
- Obtain approvals of Supervisor and Dean, Director, Division/Department Head or Level III Human Resource Representative
- Submit Approval Form to Human Resources
- Enrollment is limited to first 20 approvals received no later than July 29th, 2011.
- The AI Practicum **WILL NOT** be listed on the Learning Services website.

**Cost \$0**

### Additional Information

- Contact Randall at 404.727.1209 or randall.cumbaa@emory.edu