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 hear and share stories from various Emory stakeholders of high point moments at previous organizations and Emory. Engage your analytical side to identify the story themes. Explore your creative site to develop affirmative topic and imagine a desired future for Emory. Fully step into Emory's story and join your 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.

Information Session (Mandatory)
- Four (4) AI Practicum Information Sessions have been designed to help potential participants decide to enroll in the AI Practicum due to the significant time commitment required for classes and team project planning.
- Informational Sessions will provide an overview of AI, dates and times for all classes.
- **Attendance at one of the Informational Sessions is required to enroll in the AI Practicum.**
- Register online for one of the informational sessions below through Emory's Learning Management System at http://www.emory.edu/elms-training/

Date	Time
1/24/2012	1:30-3:00
1/25/2012	9:30-11:00
1/31/2012	1:30-3:00
2/2/2012	9:30-11:00

Target Audience
- Any faculty or staff interested in understanding the theory, dynamics and methodology of organizational change and its management using Appreciative Inquiry.

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 Faculty and Staff to a methodology of change management
- Develop and enhance organizational change awareness and 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.

How to Enroll
- Access the Learning Services Management System at http://www.emory.edu/elms-training/ and register for one of the four (4) AI Practicum Informational Sessions.
- **Attendance at one of the Informational Sessions is required to enroll in the AI Practicum.**

Practicum Start Date
- The AI Practicum starts 2/21/2011 at 9:00

Cost
- $0. There is no cost associated with the Practicum and no cancellation fee.

Additional Information
- Randall Cumbaa at 404.727.1209 or randall.cumbaa@emory.edu