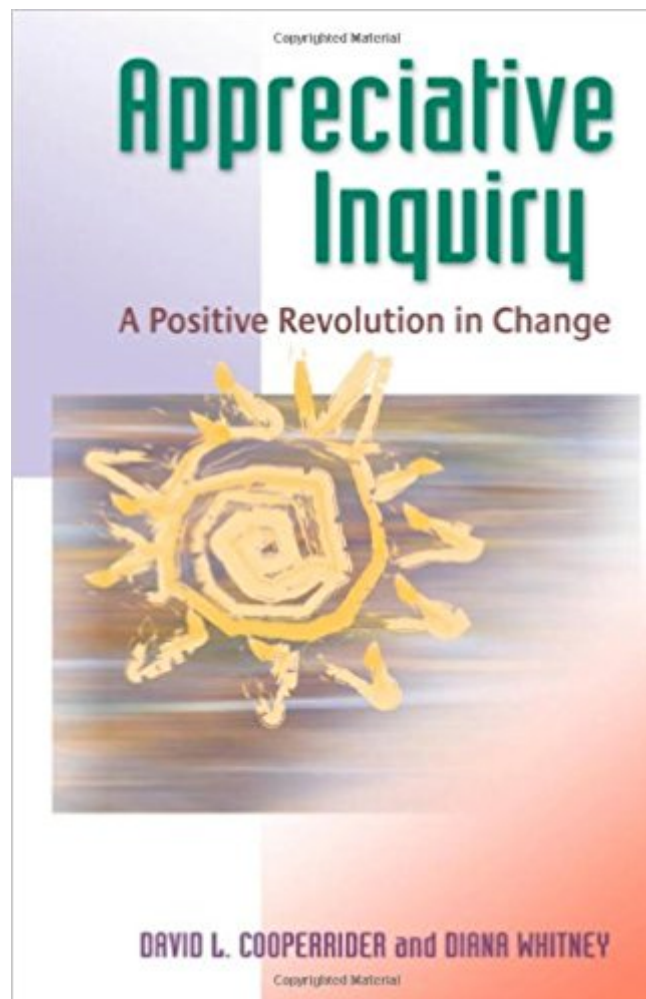




**Ebook Directory**  
the best source of ebook

The book was found

# Appreciative Inquiry: A Positive Revolution In Change



## Synopsis

Written by the originators and leaders of the Appreciative Inquiry (AI) movement itself, this short, practical guide offers an approach to organizational change based on the possibility of a more desirable future, experience with the whole system, and activities that signal "something different is happening this time." That difference systematically taps the potential of human beings to make themselves, their organizations, and their communities more adaptive and more effective. AI, a theory of collaborative change, erases the winner/loser paradigm in favor of coordinated actions and closer relationships that lead to solutions at once simpler and more effective.

## Book Information

Paperback: 86 pages

Publisher: Berrett-Koehler Publishers; 1 edition (October 10, 2005)

Language: English

ISBN-10: 1576753565

ISBN-13: 978-1576753569

Product Dimensions: 5.4 x 0.3 x 8.5 inches

Shipping Weight: 4.8 ounces (View shipping rates and policies)

Average Customer Review: 4.2 out of 5 stars 40 customer reviews

Best Sellers Rank: #68,502 in Books (See Top 100 in Books) #53 in Books > Business & Money > Processes & Infrastructure > Structural Adjustment #60 in Books > Business & Money > Processes & Infrastructure > Organizational Change #309 in Books > Business & Money > Management & Leadership > Systems & Planning

## Customer Reviews

Appreciative Inquiry gets everyone to focus on what's possible through interactive discovery and design sessions. The output has been amazing. -- Jim Staley, President, Roadway Express  
would like to commend [the authors] for Appreciative Inquiry, and for introducing it to the United Nations. -- Kofi Annan, Secretary General, United Nations

David L. Cooperrider, Ph.D. is professor and chair of the Program on Business as an Agent of World Benefit at the Weatherhead School of Management at Case Western University. Diana K. Whitney, Ph.D. is president of Corporation for Positive Change and cofounder of the Taos Institute and a Distinguished Consulting Faculty at Saybrook Graduate School. She is the author of five books on AI, including The Power of Appreciative Inquiry.

What can we accomplish with Appreciative Inquiry philosophy and methodologies for managing change? Appreciative Inquiry (AI) founder David Cooperrider and long-time AI consultant Diana Whitney answer this question with engaging stories about AI change initiatives in many types of organizations, including British Airways Customer Service, Roadway Express, the City of Denver, Colorado, Office of Finance, and Hunter Douglas Window Fashions Division. In their sixty-eight page book they contrast a problem-solving approach to change with AI and describe how an affirmative topic guides the change process. The affirmative topic comes from transforming awareness of a problem - something you want less of - into an affirmative topic which you want more of. They present the logic of AI: people and organizations grow toward and become more of what we inquire and talk about. AI operates on the assumption that all organizations have strengths that provide a foundation for addressing their problems. The AI methodology is to transform problems by linking them to an organization's positive core, its strengths that define it when it is at its best. AI's 4-D model of change (Discover, Dream, Design, Destiny) comes alive with their stories of change. One-on-one interviews enable organizational members to Discover the organization's positive core and their own contributions to the organization at its best. From Discovery interviews and reports workshop participants move to the Dream phase. In it they imagine how their best past and present strengths can help them shape a new organizational future. Dream turns into Design as stakeholders draft their image of the ideal organization that will make their dreams come to life. The Destiny phase offers organizational space and time to begin to build long-term supports to sustain work to make their dreams a reality. Cooperrider and Whitney conclude with key AI principles and the freedoms and power that energize people and organizations who use AI. They highlight accomplishments of AI's first 20 years (1985 to 2005), create an excellent introduction for people new to AI and a great summary of the heart of AI for people who already know AI.

I really liked the book as an introduction to the topic of Appreciative Inquiry. The balance between associated cost and content was good too. Be aware that the book is an introduction only. Readers who want to implement AI in their organizations must search for additional resources and examples online or get actual training. Thus, the book falls short as step-by-step guide. Nevertheless, if you are unfamiliar with AI, this book would get you started, like in my case.

This book introduced me to a whole world of thinkers and leaders that ask "What's right with this picture?" This approach helps individuals and organizations improve by focusing on strengths.

Starting with what's right instead of what's wrong allows new questions and creative solutions to emerge.

I like the positive revolution that this book presents to change. Rather than assessing problems, start with the solution and what is best and then move forward. However, it was difficult for me to see how AI would be applicable in other businesses such as a financial institution that wants to improve its account opening process? I wish the book used examples from all kinds of businesses but it is a good start and presents a concept worth thinking about and using. I haven't finished reading the book yet and may need to read others as this is just like an introduction to AI.

This could change the way relationships and business work in a very positive manner!

I choose this book because it's part of my studies in college. It was assigned to me. After reading, it has motivated me to investigate more about AI and the benefits it could accomplish for the organization I'm involved.

Very inspiring and informative book that has me re-invisioning organizations and even all relationships! The real- world examples of how AI can increase the bottom line and make everyone's lives more meaningful are compelling.

I like this book as it clearly frames the AI spirit and grounds, giving live examples of the methodology applied in different projects. Is a very good starting point to learn about Appreciative Inquiry and build the background for other books.

[Download to continue reading...](#)

Positive Thinking: 50 Positive Habits to Transform your Life: Positive Thinking, Positive Thinking Techniques, Positive Energy, Positive Thinking,, Positive ... Positive Thinking Techniques Book 1)  
Appreciative Inquiry: A Positive Revolution in Change The Power of Appreciative Inquiry: A Practical Guide to Positive Change The Thin Book of Appreciative Inquiry (3rd Edition) (Thin Book Series) I Am Positive: 31 Daily Positive Affirmations For a Positive Soul The Power of Positive Leadership: How and Why Positive Leaders Transform Teams and Organizations and Change the World The Power of Positive Energy: Powerful Thinking, Powerful Life: 9 Powerful Ways for Self-Improvement, Increasing Self-Esteem, & Gaining Positive Energy, Motivation, Forgiveness, Happiness ... Happiness, Change Your Life Book 1) Immigrant

Students and Literacy: Reading, Writing, and Remembering (Practitioner Inquiry Series)  
(Practitioner Inquiry (Paperback)) The Science of Psychology: An Appreciative View, 3rd Edition  
The Science of Psychology: An Appreciative View - Looseleaf (B&B Psychology) Positive Options  
for Children with Asthma: Everything Parents Need to Know (Positive Options for Health) Positive  
Thinking: Conquer Negativity and Maximize Your Potential; Strategy Guide to Permanently Conquer  
Negativity and Negative Self-Talk With the Power of Positive Thinking Positive Options for  
Colorectal Cancer, Second Edition: Self-Help and Treatment (Positive Options for Health) Chicken  
Soup for the Soul: Think Positive: 101 Inspirational Stories about Counting Your Blessings and  
Having a Positive Attitude Positive Options for Living with COPD: Self-Help and Treatment for  
Chronic Obstructive Pulmonary Disease (Positive Options for Health) Positive Options for Living  
with Lupus: Self-Help and Treatment (Positive Options for Health) Positive Parenting - Stop Yelling  
And Love Me More, Please Mom. Positive Parenting Is Easier Than You Think. (Happy Mom Book  
1) Positive Discipline A-Z: 1001 Solutions to Everyday Parenting Problems (Positive Discipline  
Library) A Positive Attitude is Everything: Tips to Becoming More Positive and Feeling Better Every  
Day (Changing Your Attitude, Find Your Purpose, Life-Changing Attitudes, Choose Your Attitude)  
Positive Affirmations Journal: 100 Journal Writing Prompts to Explore Your Thoughts, Focus on the  
Positive, and Visualize the Life You Really Want

[Contact Us](#)

[DMCA](#)

[Privacy](#)

[FAQ & Help](#)