

# *Appreciative Inquiry Facilitation: Learning from the Best in Difficult Times*

## The Consulting Team

Facilitating Positive Changes

*The Consulting Team's Mission: Facilitating positive change by increasing effectiveness of leaders, teams, and organizations through consulting, coaching, conflict mediation, and training.*

**Dr. Marilyn Manning, CEO**

### **Partial Client List**

Over 100 California Cities,  
Special Districts, and Public  
Agencies  
Arthur J. Gallagher Insurance  
California State University  
System  
California Water Service  
Contra Costa County  
Kaiser Permanente  
Meyer Sound  
Minami Tamaki, LLP  
Attorneys  
National Speakers Association  
Pacific Cheese Company  
Police Officers Standardized  
Training (POST)  
San Mateo County Sheriff  
State Compensation Insurance  
Fund  
Stanford University  
State of California  
Social Security Administration  
Synthetic Genomics

Wouldn't it be motivating to focus on best practices and people's strengths rather than putting out fires all the time or dwelling on the negative?

Appreciative Inquiry (AI) offers a powerful technique which can be used to support effective change, open communication and positive morale, even in a negative environment. AI is an experiential, organizational development intervention developed by David Cooperrider of Case Western. It focuses on what's working verses what's wrong. It engages both managers and staff alike with its fresh, positive approach to problem solving.

Our session utilize an appreciative approach modeling technique to improve morale even in the toughest environments. It exposes attendees to the positive power of AI, and provides food for thought on how to integrate this approach into the everyday work environment.

### **Participants will gain:**

- Awareness of the power of appreciation
- Ability to ask the right questions
- Examples of AI: see it in action
- Take home AI exercises they can immediately use

*"I highly recommend the services of The Consulting Team. In addition to the tremendous ability they have at facilitating group discussions, I feel they also care about the welfare of your organization, as well as the satisfaction of those that attend their workshops."*

- Chief James Leal, City of Newark Police Department

## **The Consulting Team, LLC**

945 Mountain View Ave • Mountain View CA 94040

Phone: 650.965.3663 • Fax: 650.965.3668

M@TheConsultingTeam.com • www.TheConsultingTeam.com