APPRECIATIVE INQUIRY FOR ORGANIZATIONAL AND COMMUNITY TRANSFORMATION: THEORY, PRACTICE AND APPLICATION

An AI Foundations Workshop

Ilene Wasserman, Principal, ICW Consulting Group
Tony Silbert, President, T3 Consulting
Partners, Appreciative Inquiry Consulting, LLC
November 8-10, 2004

WORKSHOP PURPOSE

The purpose of this workshop is to introduce Appreciative Inquiry (AI) as a powerful process for igniting transformative change within organizations and communities. Attention will be given to innovative applications of AI to create sustainable results. Additionally, this workshop will highlight requisite competencies, skills, and complementary approaches that will assist in designing and delivering strengths-based interventions to enhance organizational effectiveness.

WORKSHOP OBJECTIVES

Participants will…

1. Gain an understanding of the theoretical foundations and practical applications of AI by experiencing the AI process
2. Enhance skills in crafting appreciative questions, interviewing skills, topic identification, imagining the future, translating the dream into systemic changes, and creating provocative propositions for elements of social architecture and culture
3. Learn how to engage individuals, groups, organizations, and communities in the discovery/enhancement of factors that most dramatically support their success
4. Develop the competencies to apply an AI framework to current and future work
5. Learn how to integrate and leverage complementary approaches—such as dialogue, emotional intelligence, positive psychology, and whole-systems change frameworks

About the facilitators…

Ilene Wasserman, PhD is the Founder and Principal of ICW Consulting Group, (Innovative Communities at the Workplace) has been a consultant to organizations for over 20 years. She is also a Partner and Co-owner of Appreciative Inquiry Consulting, LLC – a virtual global consultancy that promotes possibility planning and intentional change. Ilene has worked with different kinds of organizations including large corporations, small and medium-sized entrepreneurial organizations and family owned businesses, universities and community-based non-profits including faith-based organizations, and foundations to help them realize the potential synergy with the diversity of people and resources within the organization and in partnership with external groups. She has worked with executives, teams and whole systems in the areas of strategic planning, culture change and leveraging diversity, team and collaboration building, leadership development and process facilitation. She has presented at numerous conferences on topics of diversity, work and family issues, and was invited to speak at the first Spirituality and Work conference. She has also led training sessions on AI, Diversity, and Creative Conflict Management and Transformative Learning. Ilene is currently an adjunct faculty at the Fielding Graduate Institute and at Columbia University's Teacher's College.

Tony Silbert is the President of T3 Consulting—an organizational development practice that focuses on Transformation, Talent, and Teaming. In addition, Tony is a Partner and Co-owner of Appreciative Inquiry Consulting, LLC—a virtual global consultancy promoting positive change. Tony has 15 years of experience in OD and change leadership consulting, and training design and delivery. Tony is passionate about supporting organizations in articulating and achieving their goals, enabling transformational change, and creating organizations that exceed their economic, employee, and environmental aspirations. His primary areas of emphasis include Appreciative Inquiry (AI) for large-scale change/transformation, strategic planning, organization design, teaming and collaboration, and group process facilitation. Tony was the keynote speaker at the Treasury Board of Canada's Classification 2003 Symposium. His interactive session focused on "Unleashing and Uplifting Commitment, Capacity, and Community through AI." Additionally, Tony was a presenter at the 1st International Conference on AI (2001), where he demonstrated the use of AI in transforming IT organizations. He has also been a guest lecturer at George Washington University's MBA program, and has led training sessions on AI, change management, knowledge management, train-the-trainer, and logistics management. Tony holds a Masters of Science degree in Organizational Development from American University/National Training Laboratories.

REGISTRATION FORM

AI FOUNDATIONS WORKSHOP
Location: TBA
Philadelphia, Pennsylvania

Monday, November 8th 3:00-8:00pm
Tuesday – Thursday June November 9-11 8:30am-5:00pm
Workshop fee: $1100 (by October 15)
$1250 (after October 15)
Scholarships and discounts available.
20% for groups of 4 or more
Deadline to register is October 29, 2004.

If you have any questions…
CALL ILENE WASSERMAN at 610.667.5305
iwasserman@icwconsulting.com

Please complete the following form and fax to 610.667.7928

Name (Printed):
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Title: _____

Mailing Address:_____
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Email: _____

Phone: _____ **Fax:** _____

Company/Organization:_____

Date:_____ **Amount paid:**_____