

# Appreciative Inquiry

A Workshop for Leaders and Consultants Engaged in Organization Transformation

**September 13-16, 2010**

**Carmel, California**

In this workshop Dr. Frank Barrett and Dr. David Cooperrider introduce the theory and practice of *Appreciative Inquiry* -- a consulting process which grows out of social constructionist thought and its applications to organization transformation. Special attention will be given to the power of positive questions; the simultaneity of inquiry and change; the function of narrative and metaphor in human systems transformation; how to deal with spiraling vocabularies of human deficit, how to create alignment across functional, generational, cultural and technical boundaries; and how to build global organizing capacity to meet the challenges of the next millennium.

Key steps for undertaking Appreciative Inquiry will be presented and practiced: Topic Choice, Appreciative Interviewing, Crafting Provocative Propositions and Creating and Sustaining an Appreciative Organization Culture. Focus will be placed on specific applications of Appreciative Inquiry including: Large Scale Change, Leadership Development, Mergers and Acquisitions, Employee Involvement and Satisfaction, and Personal High Performance. Illustrations of this constructive approach to organization transformation will be drawn from work with small and large corporations, with communities, and with international organizations addressing global issues of transboundary concern.

Participants will have opportunities to practice key steps in the Appreciative Inquiry Process, to work through case examples of actual Appreciative Inquiry consulting projects, and to develop strategies for introducing Appreciative Inquiry to their organizations.

**Attendance for the entire workshop is appreciated.**

## Schedule of Activities

|                  |                 |                               |
|------------------|-----------------|-------------------------------|
| <b>Monday</b>    | 8:30pm- 12:00pm | Continental Breakfast/Session |
|                  | 12:00pm- 1:00pm | Lunch (Provided)              |
|                  | 1:00pm- 5:00pm  | Session                       |
| <b>Tuesday</b>   | 8:30pm- 12:00pm | Continental Breakfast/Session |
|                  | 12:00pm- 1:00pm | Lunch (Provided)              |
|                  | 1:00pm- 5:00pm  | Session                       |
| <b>Wednesday</b> | 8:30pm- 12:00pm | Continental Breakfast/Session |
|                  | 12:00pm- 1:00pm | Lunch (Provided)              |
|                  | 1:00pm- 5:00pm  | Session                       |
| <b>Thursday</b>  | 8:30pm- 12:00pm | Continental Breakfast/Session |

This Workshop is one of the Taos Institute Workshop Series 2010

## Workshop Leaders

Dr. Frank Barrett is Professor of Management and Organizational Behavior at the Naval Postgraduate School in Monterey and Faculty Member of Human and Organizational Development at the Fielding Institute. He was Visiting Scholar at Harvard Business School 2008-2010. Frank's most recent research centers around creativity and innovation in social and organizational systems. He has worked in the area of corporate planning, executive coaching, organizational transformation, and culture change. He has consulted to a wide variety of organizations including Ford Motor Manufacturing Division, U. S. Navy, Boeing, Nokia, GE, British Petroleum, Bell South, Cleveland Clinic Foundation, The Foundation for Social Innovation (Moscow), and Price Waterhouse Coopers. He is a co-founder of *Appreciative Inquiry Consulting*. Frank has written and lectured widely on social constructionism, appreciative inquiry, organizational change, jazz improvisation and organizational learning. He is co-author, with Ron Fry, of *Appreciative Inquiry: A Positive Approach to Building Cooperative Capacity*. He is the author of numerous articles and book chapters including "Generative Metaphor Intervention" (with David Cooperrider) which won the award for best paper from the Organizational Development Division of the Academy of Management in 1988. Frank wrote co-editor of *Appreciative Inquiry and Organizational Transformation*, a book of case studies applying appreciative inquiry. Dr. Barrett is also an active jazz pianist. In addition to leading his own trios and quartets, he has traveled extensively in the United States, England, and Mexico with the Tommy Dorsey Orchestra.

Dr. David Cooperrider is Professor of Organizational Behavior at Case Western Reserve University's Weatherhead School of Management. Dr. Cooperrider has served as researcher and consultant to a wide variety of organizations including: American Express, Motorola, GTE, BP America, Teledesic, Roadway Express, Nutrimental, World Vision, Cleveland Clinic, Imagine Chicago and United Way of America. He has been recipient of both the Innovation and the Best Paper of the Year Awards at the Academy of Management, and numerous clients have received awards for their work with Appreciative Inquiry. David's most recent books include *Appreciative Inquiry: A Positive Revolution in Change* (with Diana Whitney), *No Limits to Cooperation: The Organization Dimensions of Global Change* (with Jane Dutton), *Organizational Courage and Executive Wisdom* and *Appreciative Leadership and Management* (both with Suresh Srivastva) and *International and Global OD* (with Peter Sorenson). David has also been named editor of a new Sage Publication Book Series on the Human Dimensions of Global Change. He is a co-founder of *Appreciative Inquiry Consulting*.

~David Cooperrider will cover the first two phases of Appreciative Inquiry (Discovery and Dream) and Frank Barrett will cover the last two phases (Design and Destiny). David and Frank have been collaborating for 25 years.

### About The Taos Institute

The Taos Institute is a pueblo, or community of scholars and practitioners working to explore, develop and extend the implications of social constructionism within a multitude of professional practices. The Institute is a non-profit organization whose directors, associates and advisors collaborate to design and promote creative, and appreciative relational processes in families, communities and organizations around the world. We are pleased to share the fruits of our endeavors with others in diverse collaborative modes.

# Appreciative Inquiry

## September 13-16, 2010

### Workshop Registration

NAME (Please Print or Type) \_\_\_\_\_ (Preferred First Name)

TITLE \_\_\_\_\_ ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

( \_\_\_\_\_ ) ( \_\_\_\_\_ )

PHONE \_\_\_\_\_ FAX \_\_\_\_\_ EMAIL ADDRESS \_\_\_\_\_

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**HOTEL:**

\*ARRIVAL DATE \_\_\_\_\_ DEPARTURE DATE \_\_\_\_\_

CREDIT CARD \_\_\_\_\_ EXP. \_\_\_\_\_

\*We will make hotel arrangements for you. Please include your arrival & departure dates if you are planning to stay at *the Carmel Mission Inn* (the host hotel). We will also need your credit card information to guarantee your arrival. Payment for your room will be collected by the hotel upon arrival. **The Carmel Mission Inn** is located in Carmel, California on the Monterey Bay. Special room rates of **\$119**, for single/double occupancy, are on a limited basis and will be available until **Tuesday, August 10, 2010**. If you have any special room requests, we will do our best to accommodate you! ☺

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**Workshop Costs:** (Includes all workshop materials, coffee breaks, and 3 lunches).

- Workshop fee.....\$1,500.00 (before August 1, 2010)
- Workshop fee.....\$1,750.00 (after August 1, 2010)
- Non Profits ..... \$1,300.00 (before August 1, 2010)
- Non Profits ..... \$1,400.00 (after August 1, 2010)

*(Some partial scholarships available for full time students who are self-supporting. Applicants for student scholarships should contact Frank Barrett @ [Fbarrett@Cruzio.com](mailto:Fbarrett@Cruzio.com) . Call or email for team discounts or in-house sessions).*

**Mail registration form with check payable to:** **Appreciative Inquiry Partners**  
 C/O Meeting Solutions, Inc.  
 P. O. Box 222016  
 Carmel, CA 93922

Or~ Pay Via **PAYPAL** ([www.Paypal.com](http://www.Paypal.com) ). Send registration fee to: Frank Barrett at [Fbarrett@cruzio.com](mailto:Fbarrett@cruzio.com). Once payment is received, confirmation will be sent. Payment for guestroom is separate from Paypal credit payments.

**For information or questions, please email::**

Jodi Hayes with Meeting Solutions [JodiHayes1@cs.com](mailto:JodiHayes1@cs.com) (T: 831/625-3606) (F: 831/625-0606)

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**TRAVEL:** Fly to San Francisco Airport, San Jose Airport, or Monterey Airport. For further travel information contact the Monterey Peninsula Chamber of Commerce at 1-831-648-5360.

**WEATHER:** Pleasant days and cool nights. Sweaters and light jackets recommended.

**REFUNDS:** A 70% refund for cancellations one month prior to workshop; 50% thereafter.