

THE TAOS INSTITUTE

WINTER 2001
NEWSLETTER

Dedicated to the creative development of social
constructionist practices.

New Workshop Program: A Festival of Resources

Especially attractive this year is the new list of workshops being offered by the Institute. The number of workshops and the range of topics has expanded dramatically since last year, with the hope of offering greater richness and a wide range of pricing. In addition to workshops on foundations of appreciative inquiry, along with additional workshops for advanced practitioners in AI, a range of workshops will extend AI thinking in interesting directions: toward appreciative lives, appreciative journeys for couples, integrating appreciative inquiry with experiential learning, and the use of AI approaches for enhancing diversity. These workshops will feature TI founders Diana Whitney and David Cooperrider, along with such talented regulars as Jane Watkins, Bernard Mohr, Frank Barrett, Ralph Kelly, Amanda Trosten-Bloom, Pam Marston and new contributions from Marge Schiller, and the consulting firm, Executive Edge. For those interested in exploring the potentials of social constructionist theory, Benedictine University will join TI in presenting Ken and Mary Gergen on social construction and relational orientations to organizational change. The Gergens later join the Cottors in a new workshop on "The Rebirth of Aging", which will explore vital new potentials for living into late adulthood.

If you know of someone who would be interested in receiving this newsletter and the list of workshop and conference offerings, please let us know and we will send them a newsletter.

Minority Scholarships Top List of Taos Institute Philanthropy

Those responding to the TI request for donations last year are doubly thanked, first by the Institute and then by those individuals who have already benefited from the generosity. As a result of these donations, six minority students were given scholarships to attend the conference, Social Construction and Human Transformation, partnered with the Houston Galveston Institute in September in Galveston. Their response has been gratifying indeed, and additional funds are now targeted for scholarships to TI events during the forthcoming year. In addition, however, donations have been helpful in efforts to update and integrate the diverse mailing lists generated by TI events...thus ensuring, for example, that you receive this Newsletter (and hopefully not multiple copies!).

All donations to the Taos Institute are tax deductible and essential to the organization's functioning. If you wish to contribute to these efforts please contact Dr. Mary Gergen at 331 Rogers Lane, Wallingford, PA 19086 or email her at: gv4@psu.edu.

Taos-Tilburg PhD Program In Organizational Psychology

This is to announce a new TI program offered in conjunction with Professor John Rijsman, University of Tilburg, the Netherlands. The program is especially designed for seasoned professionals who wish to pursue advanced level work in organizational theory and research within a broad, constructionist framework. The primary work would be carried out with Prof. Rijsman, with other members of the Taos community providing supplementary support. Periodic travel to meetings (either in the Netherlands or the US) would be essential over the course of study, but with the aid of computer communication and Taos support, studies would be carried out at the home site of the candidate. The PhD would ultimately be granted by Tilburg University. Initial application should be made through e-mail discussions with Prof. Rijsman J.B.Rijsman@kub.nl. Additional information and application will be available through TI founder Professor Kenneth Gergen, kgergen1@swarthmore.edu. Enrollment is strictly limited.

Millenium Conference: Good Times at the Human Transformation Conference

The Social Construction and Human Transformation International Conference

sponsored by Taos Institute and Houston Galveston Institute was held at the historic Tremont House Hotel in Galveston, Texas, September 2000. Offered in the spirit of collaborative learning and community inquiry, the conference blurred disciplinary boundaries, bringing together a variety of stunningly energetic and creative practitioners, academics and university students interested in exploring and expanding opportunities for human transformation invited by social construction and other postmodern philosophies.

Ken Gergen and Bliss Browne were our dynamic plenary speakers. Ken won an academy award for his performance of *Social Construction: A Personal Origin Story*. He sings! And, Bliss awed, inspired and challenged us with her *Imagine Chicago* stories about creativity and power of community.

associates Harlene Anderson, Saliha Bava, Bliss Browne, Robert Cottor, Sharon Cottor, Kenneth Gergen, Mary Gergen, Sue Levin, Michael Martin and Sheila McNamee--along with special guests Roberta Iversen, John Peters, Martha Myers, Paul Burney and Robert Reed-- led a variety of theme sessions. Session themes included social change, community building, collaborative learning and teaching, social work evaluation, family business consultation, organizational development, positive aging, postmodern therapies, and qualitative research methods.

The Tremont House provided charming and intimate space for conversations to continue around the clock, and live classical music and an art gallery reception augmented the conference's spirit. And, the Houston Galveston Institute crew touchingly chronicled the 1900 hurricane saga throughout the conference, offering voices of the hurricane's survivors.

research project, including a survey and interviews with participants, addressed the overarching question "How are learning communities created at a conference?": was an integral part of the conference. See the Houston Galveston Institute web page (www.neosoft.com/~hgi) for a summary. Also, see the Postmodern Therapies News web page (www.california.com/~rathbone/pmth.htm) for participant Marsha McDonough's perspective on the conference.

Harv Joanning, Iowa State University, (joanning@iostate.edu) audio-taped some sessions. Contact Harv; you might be able to get copies. Also, Jennifer Andrews and David Clark videotaped the conference. Email: jenandrews@aol.com for listing of video-tapes available or see page 10 of this publication.

For those who attended, our sincere thanks for joining us; and for those who were not able to attend, we hope to see you at future "on-the-drawing-board" events.

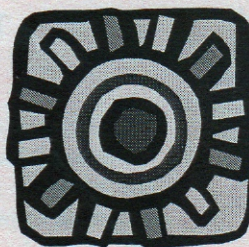
Taos and Houston Galveston Institute

Special conference happenings: A

Coming Soon: Distance Learning for CE Credits

Therapists interested in CE credits for exploring issues in social construction and psychotherapy will soon be offered opportunities via the Internet. In collaboration with the Houston Galveston Institute, TI will offer a series of readings and dialogues on various topics relating constructionist theory with therapeutic practice. Social constructionist theory, along with such issues as narrative, collaboration, postmodernism, relational responsibility, and writing and psychotherapy will be offered on-line for continuing education. For further information contact Sue Levin (Susanlevin1@cs.com). More extended information will be available on the Taos Institute web page soon.

Mexico City Constructionist Fiesta!



Thanks to the inspired efforts of TI Associate, Mary Banca Moctezuma, an enthusiastic audience of 200 greeted TI visitors in early March, 2000, for a jointly sponsored conference, **Conflict and Transformation: Constructionist Resources for Families, Communities, and Societies**. Presentations, experiential exercises, and dialogues were conducted by Institute members Ken and Mary Gergen, Harlene Anderson and Sheila McNamee. These events centered on such topics as, "the relational reconstruction of conflict," "relational responsibility," "from difference to dialogue," "the power of appreciation," and "multiple voices, multiple resources." The conference also invited participants to share in the creation of new resources for action - especially in the domains of therapy, education, community building, and social activism. The excitement and collegiality generated by the conference remains and sustains.

The Pleasure of New Associates

We are pleased to announce the addition of five new Associates this year to the growing list of Taos Institute associates.

Bernard Mohr

Synapse Group and Appreciative
Inquiry Consulting
57 Coyle Street
Portland, ME 04101
207-874-0118
email: bjmsynapse@aol.com

Marge Schiller

1057 Hillsboro Mile
Hillsboro Beach, FL 33062
954-788-3009, email:
mrsentp@worldnet.att.net

Amanda Trosten-Bloom

The Corporation for Positive
Change, West
2070 Foothills Road
Golden, CO 80401
303-279-2240, email:
clearcons1@aol.com

Jim Willis and

Miriam Ricketts

Executive Edge, Inc
46 Chagrin Plaza, Suite 147
Chagrin Falls, OH 44022
1-800-632-EDGE, email:
mricketts@executiveedgeinc.com

THE TAOS INSTITUTE MAILING LIST



We are trying to keep our mailing list updated and need your help. If you are receiving duplicate copies of this newsletter please let us know. If your address or name is incorrect or has changed or if you would like to be taken off of the mailing list or if you know of someone who would like to be added to our list, please let us know.

Send changes to: taosinstitute@modex.com

Thank You.

Ken Gergen to Address Episcopal National Conference

During the first week of May, the Trinity Foundation in NYC will host its bi-annual, National Conference. This year's theme is "Human Nature," with a special emphasis on the relational understandings of the person currently emerging in both the sciences and in theology. Ken Gergen will join three theologians and scientists to challenge traditional individualist assumptions, and to explore the social, theological and ministerial implications of relational conceptions of the person and the divine. The Trinity Institute's National Conferences are the chief means of fostering continuing education in the



Episcopal Church. Although the event will take place in the Trinity Church on Wall St., it will be carried live by satellite to congregations throughout the country, and will be accompanied by audio and video streams on the internet. Further information will be posted on the Taos Institute web page in February.

Exciting News About the United Religions Initiative

The Taos Institute's David Cooperrider and Diana Whitney have been working for the past five years to help build a world-wide organization that brings together people from all the worlds' religions. The URI is an interfaith organization dedicated to ending religiously motivated violence. On June 26, 2000, the charter was signed and the birth of a new organization was celebrated at Carnegie Music Hall in Pittsburgh, Pennsylvania, with a web cast linked around the world.

For information on this incredible project see the feature article in Fast Company, November 2000 issue. The article, *We Can Change the World*, highlights the important role of Appreciative Inquiry in combination with ideas of chaordic self-organizing design. You can also visit the

United Religion Initiative website at www.uri.org for more specific information and to see clips of the charter signing ceremony.

The first North American United Religions Initiative Summit: Circles in Motion, Gifts to Share, will be held in Salt Lake City, Utah, May 31 - June 4, 2001. The Salt Lake City Olympic Committee has joined with local URI cooperation circle to sponsor the gathering. Diana Whitney and Penny Williamson are leading the design and facilitation of the meeting. People of all faiths working for peace are welcome. For information contact Rev. Paul Chaffee, Director, Interfaith Center at the Presidio, San Francisco, CA at 415-775-4635.

Congratulations to Harlene

Harlene Anderson received an award from the American Association for Marriage and Family Therapy for

*Outstanding Contribution to
Marriage and Family Therapy*

at the annual conference in Denver,
Colorado in November, 2000.

JUNE 12-17, 2001
Conference and Credit Courses
**Harboring Hope in a
Sea of Change**

at
University of New Hampshire Campus

Offered by The Taos Institute
The Marriage and Family Therapy Program at the
University of New Hampshire
The Portsmouth Family Institute
The Browne Center at the University of New Hampshire

As we participate in our communities, our organizational and political spheres, our educational contexts, and our medical and psychotherapeutic professions we confront daunting social challenges. How do we invite visions of possibility and hope? What forms of action can inspire transformation, instill hope, provide leadership, and achieve success?

This conference and related credit courses bring together professionals and students who work with individuals, families, communities and organizations to share and expand resources for practice. This year, our attention will focus on those resources used in education, organizations, communities, and therapy to bring about positive transformation. The aim is to illuminate, share, and create resources for effective practice. New forms of leadership essential to the times will be linked with the exploration and expansion of practical resources.

Conference plenary speakers include Bliss Browne, Dan Garvey, Kenneth Gergen, Sheila McNamee, and Bill O'Hanlon.



Participants are welcomed to register for the conference only (**June 15-17**) and receive CEU's if needed/desired. Additionally, we invite graduate and undergraduate students to register for a pre-conference course (**June 12-14**). This course, in addition to participation in the subsequent conference will earn 4 academic credits from the University of New Hampshire. Professionals are also invited to register for a pre-conference course and/or the conference for CEU's.

Pre-conference course offerings include:

Renewing Systems from Within: Harnessing Hope and Imagination for the Public Good, with Bliss Browne

Client Change through Facilitation Processes, with Michael Gass

Social Construction and Relational Being: Harnessing Hope for the Future, with Kenneth and Mary Gergen

Therapeutic Collaboration: Transforming Challenges into Threads of Hope, with William Madsen

Harnessing Hope in the Educational Context, with Sheila McNamee

Building Resilience in Families and Couples through Active Therapeutic Techniques, with Mark Moses

For further information contact: conferences@unh.edu
or phone: 603-862-1900

**Taos Institute Supports The First AI
International Conference**

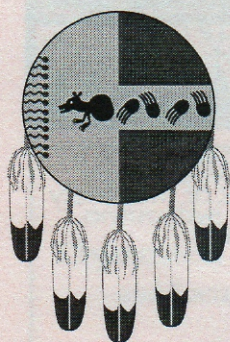
The Taos Institute is one of the sponsors of the First International Conference on **Appreciative Inquiry: Accelerating Positive Change**, to take place in Baltimore, September 30 - October 3, 2001 at the Baltimore Marriott Waterfront. It is expected to draw over 800 people from all over the world.

The conference is being presented by Appreciative Inquiry Consulting (a new network of firms using AI centrally in their work) and the Weatherhead School of Management at Case Western Reserve University in collaboration with Benedictine University and NTL Institute of Applied Behavioral Science.

This exciting event brings together Taos Institute's David Cooperrider, Diana Whitney, Ken and Mary Gergen, Suresh Srivastva with other Taos associates to explore bold innovations in integrating AI into day-to-day practice. The renowned organizational theorist, Warren Bennis, is a keynote speaker. This event is breaking new ground in conference learning, structured as a hands-on Appreciative Inquiry experience. Come see why leading author Robert Quinn, from University of Michigan, writes in his recent book Change the World, "Appreciative Inquiry is revolutionizing the field of organization development".

Proceeds from the conference will be used to create knowledge webs and networks for sharing AI concepts and practices, and creating useable archives, indexes, etc. for sharing the many innovations that are taking place in organizations such as British Airways, the United Religions Initiative, and the US Navy. It is an exciting conference. Come join us.

For information call 1-800-272-0945 or see www.pegasus.com.com/ai/



The Taos Institute Conference and Workshop Series

See workshop descriptions and registration information
on pages 6-9 of this publication.

Workshops in *ITALICS* are Foundations of AI workshops,
those in **BOLD** are Advanced Application and Theory workshops,
those in normal print are introduction to AI or OTHER workshops/conferences.

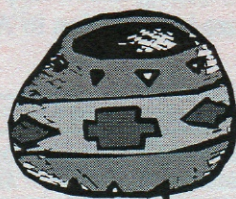
Date	Workshop Title	Location
March 5 - 9	<i>Appreciative Inquiry for Organizational Change: Theory, Practice and Application with Jane Watkins and Bernard Mohr</i>	Williamsburg, Virginia
March 21 - 23	Make the Change Come Alive: Appreciative Inquiry and Experiential Learning with Jim Willis and Miriam Ricketts	Cleveland, Ohio
Mar.30 -Apr. 1	Social Construction and Relational Approaches to Organizational Change with Ken and Mary Gergen	Naperville, Illinois
April 1 - 4	<i>Appreciative Inquiry: A Workshop for Leaders and Consultants Engaged in Organization Transformation with Frank Barrett and Ron Fry</i>	Monterey, California
April 17 - 19	Accelerating Positive Change: The Advanced Design & Leadership of Appreciative Inquiry Initiatives with Diana Whitney and Amanda Trosten-Bloom	Philadelphia, Pennsylvania
April 23 - 26	Diversity: An Appreciative Approach with Marge Schiller and Cheryl Virgil-Paige	Washington, DC
May 7 - 11	<i>Appreciative Inquiry: A Constructive Approach to Organization Development and Social Change with Diana Whitney and Amanda Trosten-Bloom</i>	Taos, New Mexico
June 12 - 17	Harboring Hope in a Sea of Change: A conference sponsored by The Taos Institute and The Marriage and Family Therapy Program at the University of New Hampshire	Durham, New Hampshire
June 14 - 19	A Retreat for Couples: An Appreciative Journey with Jane Watkins and Ralph Kelly	Williamsburg, Virginia
June 21 - 24	The Appreciative Life with Diana Whitney and Pam Marston	Taos, New Mexico
July 9 - 13	<i>Appreciative Inquiry for Organizational Change: Theory, Practice, and Application with Jane Watkins and Bernard Mohr</i>	Williamsburg, Virginia
Aug. 26 - 31	<i>Appreciative Inquiry for Organizational Change: Theory, Practice, and Application with Jane Watkins, Bernard Mohr and Mette Jacobsgaard</i>	Lincoln, United Kingdom
Sept. 9 - 12	<i>Appreciative Inquiry: A Workshop for Leaders and Consultants Engaged in Organization Transformation with Frank Barrett and Bernard Mohr</i>	Chicago, Illinois
Oct. 12 - 14	Performing the World: Communication, Improvisation and Societal Practice A Taos Institute conference in collaboration with Performance of a Lifetime.	Long Island, NY
Oct. 14 - 17	<i>Appreciative Inquiry: A Workshop for Leaders and Consultants Engaged in Organization Transformation with Frank Barrett and Associate</i>	Monterey, California
Oct. 18 - 21	A Retreat for Couples: An Appreciative Journey with Jane Watkins and Ralph Kelly	Williamsburg, Virginia
Oct. 24 - 26	An Introduction to Appreciative Inquiry with Bernard Mohr and Jane Watkins	Boston, MA
Nov. 9 - 10	The Rebirth of Aging: The Challenge of Creative Growth with Ken and Mary Gergen and Bob and Sharon Cottor	Scottsdale, AZ
Nov. 12 - 15	Using Appreciative Inquiry for Strategic Change: An Advanced Workshop with Bernard Mohr and Jane Watkins	Williamsburg Virginia
Dec. 3 - 7	<i>Appreciative Inquiry: A Constructive Approach to Organization Development and Social Change with Diana Whitney and David Cooperrider</i>	Taos, New Mexico
	Executive Briefings on Appreciative Inquiry scheduled upon request with Diana Whitney and Amanda Trosten-Bloom	Location of your choice.

10% of the profits from these workshops are donated back to the Taos Institute by the presenters.

TAOS INSTITUTE WORKSHOPS - 2001

We have a new and expanded series of workshops. On the following four pages each workshop is described briefly along with the dates and locations. Please let us know what you think of the variety of workshops offered. If you have ideas for other topics please let us know.

Registration and information for each workshop will be handled through the contact person listed for each workshop. Please contact these people individually.



Social Construction and Relational Approaches to Organizational Change

Presented by Ken and

Mary Gergen

March 30 - April 1,

at Benedictine University, Naperville, Illinois

Ken and Mary Gergen will offer a theoretically oriented workshop of broad practical significance. In conjunction with the Benedictine University Ph.D. program in Organization Development, the workshop will explore fundamental issues in social constructionist theory, and their relevance for organizational stability and change. Constructionist concepts of collaborative meaning making will then be extended into the domain of relational theory, enabling a variety of specific organizational issues to be treated. These issues will include leadership, decision making, organizational structure, power, group processes, evaluation, organization-environment relation, and ethics. The workshop should be especially useful for advanced students in organizational studies and seasoned OD specialists who wish to expand their conceptual horizons.

For more information, contact Dawn Dole at email: taosinstitute@modex.com or 1-888-999-TAOS.

The Rebirth of Aging: The Challenge of Creative Growth

Presented by Ken and Mary Gergen
and Bob and Sharon Cottor

November 9 - 10,
Scottsdale, Arizona

In conjunction with the Institute for Creative Change this workshop will offer a two-day exploration of vital new potentials for Living into late adulthood. After surveying the landscape of "the new aging" in America, participants will explore the significance of narrative, the co-creation of meaning and value, and the creation of possible worlds as applied to various topics, such as marriage, family relations, illness and loss, sexuality, spirituality, and expanding arenas of joy and fulfillment. From their rich experience as family business consultants, the Cottors will also explore the challenge and potentials of rebalancing time, energy, and money. The experience-rich workshop will be especially useful for professionals and others who work or live with an older generation. However, all those engaged in designing a rewarding future for themselves should find inspiration and resources. Join us in sunny Scottsdale, AZ.

For more information, contact Dawn Dole at email: taosinstitute@modex.com or 1-888-999-TAOS.

Harlene Anderson's International Summer Institute

June 17-22, 2001

Cuernavaca, Mexico

Harlene invites you to immerse yourself in postmodern philosophy and practices and a cross-cultural experience.

Conversation, Language and Possibilities: A Postmodern Approach To Therapy, Learning, Research and Organizations

Contact Harlene at harleneanderson@earthlink.net or hgi@neosoft.com. See brochure at www.taosinstitute.org and www.neosoft.com/~hgi.

Explore Our New Website

Resources are continuously being added to the new Taos Institute web page www.taosinstitute.org. In particular, we are attempting to offer an increasing array of manuscripts on social construction, organizational management, therapy, transformative dialogue, and more - all for downloading. The site also furnishes information on various TI activities and offerings, useful web connections, background materials on TI, and more.



More Workshops on next page.....

FOUNDATIONS OF APPRECIATIVE INQUIRY WORKSHOPS

Appreciative Inquiry: A Constructive Approach to Organization Development and Social Change

Presented by Diana Whitney and Amanda Trosten-Bloom (May) and David Cooperrider (Dec.)
May 7 - 11 and December 3 - 7,
Taos, New Mexico

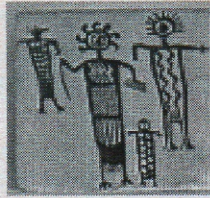
Participants - consultants and leaders of change - are guided through an exploration of the theories, principles and practices of Appreciative Inquiry. The workshop is a hands-on experience of Appreciative Inquiry. It prepares the participants to guide clients and groups in creating interview protocols, conducting interviews, working with appreciative data and stories, and crafting provocative propositions and organization design principles. It provides an understanding of the difference between Appreciative Inquiry and deficit based approaches to change, and a direct experience with the power of positive change methodologies.

For information and to register contact The Corporation for Positive Change at 505-751-1232 or email: positivechange1@aol.com

Electronic Appreciative Inquiry Newsletter

The AI newsletter has a new look: pictures, color and layout. To see back issues, in the earlier format, go to www.aradford.co.uk/AInewsletter.htm.

To subscribe to the newsletter, go to www.aradford.co.uk/bookorder.htm



Appreciative Inquiry for Organizational Change: Theory, Practice, and Application

Presented by Jane Watkins and Bernard Mohr
March 5 - 9 and July 9 - 13,
Williamsburg, Virginia
and August 26 - 31
In Lincoln, United Kingdom
with Mette Jacobsgaard

This workshop is designed for managers, human resource professionals, and organization and community facilitators. Participants will learn how to engage organizations in the discovery and enhancement of factors that most dramatically support the organization's success. They will develop their ability to apply Appreciative Inquiry framework to a variety of OD interventions such as Strategic Planning, Restructuring, Team Building, Evaluation and Diversity. Participants will become familiar with the multidisciplinary research base and the meta-theory of social constructionism that underlie Appreciative Inquiry. Participants will learn how to introduce this strikingly different approach in ways congruent with the AI philosophy.

To register contact: Karen at kqsynapse@aol.com or call 207-761-4221 and for workshop information contact: Ralph at ralphkellyo@compuserve.com

For the workshop in the UK please contact: Mette Jacobsgaard, Cambridge -44-1223-513-183 or email her at 101572.622@compuserve.com

Appreciative Inquiry: A Workshop for Leaders and Consultants Engaged in Organization Transformation

Presented by Frank Barrett with Ron Fry, April 1 - 4, in Monterey California, September 9 - 12 with Bernard Mohr in Chicago, Illinois and October 14 - 17, in Monterey, California

In this workshop the theory and practice of Appreciative Inquiry -- a consulting process which grows out of social constructionist thought and its applications to organization transformation will be presented. 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.

Contact Frank Barrett at 831-656-2328 or email: fbarrett@cruzio.com

To join the Appreciative Inquiry listserve visit their website at: <http://lists.business.utah.edu/mailman/listinfo/ailist>

More Workshops.....



Appreciative Inquiry - Advanced Workshops

Accelerating Positive Change: The Advanced Design & Leadership of Appreciative Inquiry Initiatives

Presented by

Diana Whitney and Amanda Trosten-Bloom
April 17 - 19, Philadelphia, Pennsylvania

The Corporation for Positive Change, Taos Institute, Broccoli Alliance, and the Philadelphia Region Organization Development Network invite you to deepen your learning and practice of Appreciative Inquiry in this special offering! This workshop is for the experienced consultant who wishes to expand his/her practice of Appreciative Inquiry to large system organization change for accelerated and substantiated business results. Diana and Amanda will illustrate successful project examples at the emerging edge of AI, through videos and case studies. Expect to leave with a heightened ability to apply AI theory, an enhanced capacity to design and lead whole system initiatives, and a deeper understanding of social construction theory as the intellectual foundation of AI.

Dr. Kenneth Gergen will offer a special session providing perspective on the theoretical foundations of Appreciative Inquiry which is grounded in social construction theories.

Call : 610-341-8600 for information and registration or see:

<http://www.prodn.org/sigs/ai-accelposchange.html>

Using Appreciative Inquiry for Strategic Change: An Advanced Workshop

Presented by Jane Watkins and

Bernard Mohr

November 12 - 15,
Williamsburg, Virginia

This workshop is offered to consultants, managers, internal staff resources and others who have some experience with the use of AI in client systems and who have completed a minimum of five days of professional development in AI. Workshop staff will use a combination of case histories, dialogues, and theory presentations to explore the use of AI philosophy and practices to applications such as mergers, evaluations, organization redesign, diversity, customer service, strategic planning and others. This workshop will focus on applying the learnings to the specific cases and questions of the participants. A key element of this workshop is the opportunity for participants to provide and receive consultation on each other's cases in progress.

To register contact: Karen at

kqsynapse@aol.com or call 207-761-4221 and
for workshop information contact: Ralph :

ralphkellyo@compuserve.com



More Workshops on next page.....

Diversity: An Appreciative Approach Presented by Marge Schiller and Cheryl Virgil-Paige

Marge Schiller and Cheryl Virgil-Paige introduce this four-day experiential lab for leaders, human resource professionals, consultants and change agents interested in locating the positive present energy at an organizational, interpersonal and individual level necessary to engage the heart and head to effectively create a multicultural workplace community for the 21st century.

The highly interactive approach to attract and retain a talented, diverse workforce is based on Appreciative Inquiry methodology and is designed to assist organizations in improving their competitive advantage and effectiveness. Participants will gain an understanding of Appreciative Inquiry and its significance on the practical application to positive

organizational transformation. Focus is placed on a methodology to locate generative energy that recognizes achievement. Positive energy provides inspiration and reinforces constructive actions that build cross-cultural relationships. These conditions create collective ownership and responsibility for desired business outcomes. A background in AI and/or diversity is useful but not a prerequisite. Participants will also have an opportunity to plan back home applications of diversity and AI processes in the workplace.

For workshop and registration information, contact Loretta Randolph at O. D. Systems (703) 683-8600 or
lrandolph@odsystems.com or

see www.odsystems.com

Other Appreciative Inquiry Workshops

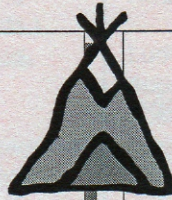
Make the Change Come Alive: Appreciative Inquiry and Experiential Learning -
A Proactive Approach to Organizational Issues
Presented by Jim Willis and Miriam Ricketts
March 21 - 23, at Baldwin Wallace College, Berea, Ohio

In this highly-interactive workshop, participants will explore how Experiential Training & Development (ETD) models, equipment and initiatives heighten and intensify the AI process - increasing spontaneity and depth of learning, and providing immediate opportunities to practice "change" behaviors in safe "micro-world" environments.

Integrated AI/ETD programs quickly build rapport, empathy and trust among participants, thereby accelerating and enriching the data generation process. The end result - Appreciative Inquiry kinesthetically "comes alive" for all stakeholders. Workshop participants will leave with (1) a general understanding of the integrated AI/ETD process, (2) sources for experiential initiatives and equipment, and (3) proven AI/ETD designs that address OD topics such as change leadership, bridging silo-ed organizations, building cross-functional and cross-cultural relationships, growing a leadership culture, and aligning organizational vision.

For information and to register call: 1-800-632-3343 or email: mricketts@executiveedgeinc.com
or see www.executiveedgeinc.com

Executive Briefings on
Appreciative Inquiry
Presented by Diana Whitney and
Amanda Trosten-Bloom
Scheduled at your request and location.



This six - eight hour Executive Briefing is designed to introduce Appreciative Inquiry to the leaders of an organization. It will introduce a powerful way to engage the entire work force in the process of improving the organization. Through its deliberately positive assumptions about people and organizations, Appreciative Inquiry vitally transforms the ways we approach questions of organizational improvement

For more information contact Amanda Trosten-Bloom at 303-279-2240 or email: ClearCons1@aol.com

An Introduction to
Appreciative Inquiry
Presented by Jane Watkins
and Bernard Mohr
October 24 - 26, Boston, MA

This overview is particularly useful to those who have a clear change agenda and want to explore whether and how AI can be used to accelerate that agenda. We will describe a range of actual applications as well as covering key phases and roles in an AI process, the essential choice points and trade offs. Time will be allotted for participants to work on their own cases.

Contact Ralph Kelly at 757-259-9942 for information. To register contact Karen at kqsynapse@aol.com or call 207-761-4221.

The Appreciative Life
Presented by Diana Whitney
and Pam Marston
June 21 - 24, Taos, New Mexico

Who are you when you are at your best? Who are you when you are most committed, most alive and most engaged? What is your positive core—the life-giving center from which your best thinking and contributions emerge? What are your most courageous dreams? Imagine a study of your life and the relationships that give you meaning. Participants will learn an Appreciative Inquiry process for self-awareness, generativity, and character development. They will share their life stories with one another and together renew and weave a fabric of their futures.

To register contact The Corporation for Positive Change at 505-751-1232 or positivechange1@aol.com

A Retreat for Couples:
An Appreciative Journey
Presented by Jane Watkins and Ralph Kelly
June 14 - 19 and Oct. 18 - 21,
Williamsburg, Virginia

This is an opportunity for couples (two people in a significant and committed relationship with each other) to experience a guided Appreciative Inquiry process focused on their own relationship. The journey will be rich with opportunities to experience the delight of creating a more appreciative, life-giving, and joyful relationship. Couples will spend time working with each other and time sharing with the whole group. A journal is provided for each of the participants along with other materials for the journey.

For information and to register contact: Ralph Kelly at 207-761-4221 or email: ralphkelly@compuserve.com

A Repository of Resources

Focus Books On the Way...

The Focus Book series is designed to furnish brief, inexpensive, but highly informative books relating social constructionist theory to societal practices. Three such books are now in process, and should be readied by this fall.

The Appreciative Organization (by Cooperrider, Whitney, the Gergens, McNamee, and Anderson) will demonstrate ways in which the thinking that informs appreciative inquiry can be extended to create new forms of organizational life.

A volume by Marge Schiller and her colleagues will make use of extensive interviews with selected organizational leaders to develop components of Appreciative Leadership.

Miriam Ricketts and Jim Willis, of the The Executive Edge Consulting Group, will offer a volume on Appreciative Inquiry and Experiential Learning. This work will demonstrate how experiential training practices can intensify the AI process - increasing spontaneity and depth of learning.

So, stand by...



Conversations in Social Construction: A Video Series

Thanks to Andrews and Clark Explorations, a significant body of constructionist thought is now captured on video. The growing series, "Conversations in Social Construction" now includes:

Foundational Ideas in Social Construction, with Ken Gergen

Appreciative Inquiry, with David Cooperrider

Social Constructionist Ideas about Psychotherapy, with Harlene Anderson

Generating Research, with Mary Gergen

Relational Responsibility, with Sheila McNamee

The Social Construction of Spirituality, with Diana Whitney

Imagine Chicago, with Bliss Browne

About Writing: Creating Multiple Voices, with Peggy Penn

The Social Construction of Morality, with James Day

For more information on the series see:
www.masterswork.com, or
email jenandrews@aol.com or call toll-free:
1-800-476-1619.

BOOK NEWS

Ken Gergen's 1991 work, The Saturated Self, has been so successful and has remained so timely, that Basic Books has now published a millennial edition. The new edition contains no changes in the text, but features a new introduction that treats various issues emerging since the first publication.

Mary Gergen reports that Feminist Reconstructions in Psychology: Narrative, Gender and Performance "is Out!" She writes, "For the past several years I have been actively involved in putting together my work at the crossroads of social constructionist ideas and feminist theory. The baby is finally born! The book introduces new forms of theory, along with methods of inquiry and scholarly practice. The book includes a treatment feminist social constructionism, chapters on autobiography and gendered narratives, on issues of constructing menopause, memories, and sexuality; and finally, two performance pieces - one related to the experience of women aging, and the other a reflection on postmodern academic life. In these chapters I try to walk the talk of postmodern ideas with my prose forms. I hope some of you will find the work a useful companion to your own ways of working (and playing!)"

The book is available from Sage Inc. (www.sagepub.com) in hardback; the softback is in preparation.

New Translations Available:

Anderson, H. (1999) *Samtal, Sprak and Majligheter: Psykoterapi och Konsultation ur Postmodern Synvinkel*. Translated by Celia Brodin and Kerstin Hopstadius. Mareld: Stockholm.

Anderson, H. (1999) *Das Therapeutische Gespräch: Der Bleiberechtigte Dialog als Perspektive der Vernaderung*. Translated by Georgia Hanenberg. Klett-Cotta: Stuttgart.

Anderson, H. (1999) *Conversacion, Lenguaje y Possibilidades: Un enfoque posmoderno de laterapia*. Translated by Jorge Colapinto. Amorrrtu/editores: Buenos Aires.

Recent Publications From The Taos Family

- Anderson, H. (2000) Supervision as a collaborative learning community. *American Association for Marriage and Family Therapy Supervision Bulletin*. Fall 2000:7-10.
- Anderson, H. (2000) Becoming a postmodern collaborative therapist: A clinical and theoretical journey. Part I. *Journal of the Texas Association for Marriage and Family Therapy*. 3(1):5-12.
- Anderson, H. (2000) Balancing business, practice, science and humanity. *New Therapist*. (5) January/February 2000. P. 16-17.
- Anderson, H. (2000) Reflections on and the appeals and challenges of postmodern psychologies and societal practices. In L. Holzman & J. Morss (Eds.). *Postmodern Psychologies and Societal Practices*. Routledge: New York.
- Barros, I. and Cooperrider, D. (2000) How wholeness, appreciation and inquiry bring out the best in human organization. *Organization Development Journal*, vol. 18, no 2, pp. 22-29.
- Cooperrider, D. (2000) Appreciative inquiry and the conscious evolution of chaordic organizations. *Inner Edge*, vol 3. no. 1, pp. 12-15
- Cooperrider, D. (2000) The surprise of friendship at the carter center. *OD Practitioner*, Vol. 32, no. 2, pp. 46-49.
- Cooperrider, D. and Whitney, D (2000) A positive revolution in change. In *Handbook of Organizational Behavior* (second edition), Golembiewski (Ed.) Marcel Decker, Inc: New York.
- Deissler, K.G. and McNamee, S. (Eds.) (2000) *Philosophy in Therapy: the Social Poetics of Therapeutic Conversation*. (Phil und Sophie auf der couch: Die soziale poesie therapeutischer gesprache). Heidelberg: Carl Auer Systeme Verlag.
- Gergen, K.J. (2000) The self: transfiguration by technology. In D.Fee (Ed.) *Pathology and the PostModern*. London: Sage.
- Gergen, K.J. (2000) Ghost in the therapy machine: An interview with Kenneth Gergen. *New Therapist*. Jan/ Feb issue. pp. 22-23.
- Gergen, K.J. (2000) Social construction and the transformation of identity politics. In L. Holzman and J. Morss (Eds.) *Postmodern Psychologies, Societal Practice, and Political Life*. New York: Routledge
- Gergen, K. and McNamee, S. (2000) From disordering discourse to transformative dialogue. In Neimeyer, B. & Raskin, J. (Eds.) *The Construction of Disorder*. Washington, American Psychological Association Press.
- Gergen, M. (2000) *Feminist Reconstruction in Psychology, Narrative, Gender and Performance*. Thousand Oaks, CA: Sage.
- Gergen, M.M. and Gergen, K.J. (2000) Qualitative inquiry: Generative tensions. In N. Denzin and Y. Lincoln (Eds.) *Handbook of Qualitative Research*. Newbury Park: Sage.
- Ludema, J., Cooperrider, D. and Barrett, F. (2001) Appreciative inquiry: The power of the unconditional positive question. In *Handbook of Action Research* (Reason and Bradbury, Eds.) Sage Publications: London, pp. 189-200.
- McNamee, S. (2000) Dichotomies, discourses, and transformative practices. In L. Holzman and J. Morss (Eds.), *Postmodern Psychology and Societal Practice*. New York: Routledge.
- Mohr, B. and Watkins, J. (March 2001) *Appreciative Inquiry: Change at the Speed of Imagination*. Jossey Bass.
- Murrell, K. and Meredith, M. (2000) *Empowering Employees*. McGraw Hill.
- Murrell, K. (2000) Organizational change as applied art: Blending pace, magnitude and depth. In *Handbook of Organizational Consultation*, (second edition), Golembiewski, (Ed.) Marcel Decker, Inc: New York.
- Watkins, J. and Cooperrider, D. (2000) Appreciative inquiry: A transformative paradigm. *Journal of the Organization Development Practitioner*, vol. 32. no. 2, pp. 6-13.
- Whitney, D. and Cooperrider, D. (2000) Exploring appreciative inquiry. *Perspectives: Journal of the World Business Academy*, volume 19, June, pp 48-68.
- Whitney, D. and Cooperrider (2000) The appreciative inquiry summit: An emerging methodology for whole system positive change. *Journal of the Organization Development Practitioner*, vol. 32. no. 1, pp. 13-27.