

THE ESSENTIALS OF APPRECIATIVE INQUIRY (AI)

“A process for creating positive futures”

“Organisations & individuals grow in the direction of what they repeatedly ask questions about & focus their attention on.”

David Cooperrider – founder of Appreciative Inquiry

‘Appreciative Inquiry’ is a process for change which builds on what is already working & valued. AI works on the premise that whatever we focus on, we empower, creating more of it. Like a search engine – what we look for we will find!

The purpose of Appreciative Inquiry is therefore to build on the root causes of success – not of failure, To build on our strengths – not our weaknesses.

This dynamic, proactive approach is highly effective in:

Personal, team & leadership development, strategic planning, change management, organisational development, education & training, supervision, mentoring & coaching, conflict management & performance management / reviews.

‘Appreciative Inquiry’ does not replace other tools but rather offers a different stance that increases the effectiveness of their application. The approach especially encourages & enhances innovation, creativity & the ability to think out of the box.

Being an AI practitioner &/or organisation, **“What we focus on we empower”** can become your greatest tool for present & future personal, team & organisational development & growth.

3-DAY WORKSHOP OVERVIEW:

Day 1: Understanding & experiencing Appreciative Inquiry (AI)

- The origins of AI
- Rethinking our approach to organizational change
- How AI works – theory & process
- The 5 generic processes of AI
- The 5 core principles of AI

Day 2: Practicing & facilitating Appreciative Inquiry (AI)

- Asking questions that matter
- Communication skills & styles that align to AI effectiveness
- Being an AI practitioner in your community, team &/or organization
- Shifting your way of being & seeing to an appreciative approach
- Choosing the positive as a focus of inquiry in your organisation

Day 3: Aligning (AI) to your clients, team's & organizations needs

- AI principles in practice
- Applying AI in your personal, community &/or organizational setting

WORKSHOP DETAILS

Date: Monday- Tuesday, 12-14th March 2012

Time: 9.00am – 4.30pm (3 full days)

Venue: **Free Spirit Training & Development Ltd**
4 Gwyn Street
Broad Bay
Dunedin

Food: Lunch, morning & afternoon teas provided daily

Facilitators: Chris & Kim Charteris – Wright

If you have any further questions or queries : Please do not hesitate to phone us on 03 478 0061 or email Kim@freespiritnz.com

THE FACILITATORS



Chris Charteris-Wright

Co-Founder & Co-Director, Free Spirit Training & Development Ltd

- BPhEd, Bachelor of Physical Education, University of Otago
- DipEd, Diploma of Education - Secondary School
- Accredited "Appreciative Inquiry" facilitator - Company of Experts, USA
- "Appreciative Inquiry" trained - AffirmWorks
- Accredited Selector Professional psychometric facilitator & assessor
- Accredited Myers Briggs Type Indicator facilitator & assessor
- Accredited Facilitator of "Turning Point" 3-Day Personal Development Programme
- Member of NZAPT - New Zealand Association for Psychological Type
- NZOIA - New Zealand Outdoor Instructors Association qualified & member

Relevant work experience:

- Director, facilitator & trainer, Free Spirit Training & Development Ltd.
- Teaching fellow & co-ordinator of experiential practical papers, School of Physical Education, University of Otago.
- Audacious Business Competition co-ordinator, Economic Development Unit, Dunedin City Council
- Trainer & facilitator, Machu Picchu National Park, Peru
- Facilitator & outdoor instructor - Outward Bound New Zealand
- Facilitator & chief outdoor instructor - Outward Bound Singapore
- Head of Science - Tihoi Venture School, St Paul's Collegiate, Hamilton
- Outdoor instructor - Tihoi Venture School, St Paul's Collegiate, Hamilton
- Qualified carpenter & builder



Kim Charteris-Wright

Co-Founder & Co-Director, Free Spirit Training & Development Ltd

- Bcom (Hons), University of Otago, majoring in Human Resource Management & Employee Relations
- Honours dissertation – *"Design of learning events within experiential training to ensure maximum transference to the workplace."*
- Accredited Appreciative Inquiry Facilitator - Company of Experts, USA
- "Appreciative Inquiry" trained - AffirmWorks
- Qualified & accredited SelectorPA psychometric facilitator & assessor
- Qualified & accredited Belbin's Team Type facilitator & assessor
- Member of HRINZ Human Resource Institute of New Zealand
- Accredited facilitator & consultant for NZAID
- Otago regional board member of the New Zealand Red Cross
- President, Dunedin Branch of the New Zealand Red Cross
- NZOIA – New Zealand Outdoor Instructors Association qualified
- Otago Chamber of Commerce member
- Business Network International (BNI) member
- Her Business Network Dunedin member

Relevant work experience:

- Director, facilitator & consultant, Free Spirit Training & Development
- Training Manager, Polson Higgs Business Advisors
- Senior Consultant, Business Consulting, Polson Higgs Business Advisors
- Manager – Training & Development, (*mtf*) Motor Trade Finance Ltd
- Manager – Human Resources, (*mtf*) Motor Trade Finances Ltd
- Trainer & facilitator, Machu Picchu National Park, Peru
- Corporate Leadership Development Executive, Outward Bound Singapore
- Facilitator & Outdoor Instructor, Outward Bound Singapore
- Management Graduate, National Bank of New Zealand