



AI Online Workshops with David Cooperrider

Learn the foundations of Appreciative Inquiry directly from David Cooperrider himself!



David Cooperrider

I welcome you to join me in exploring the foundations of Appreciative Inquiry and how to apply AI in facilitating positive organizational change.

Join David Cooperrider, the founder of Appreciative Inquiry (AI), in an interactive workshop that provides the foundations of AI. In this online venue, learn the theory, best practices and "next practices" of engaging groups and organizations in the AI process – all from your computer and telephone!

As a workshop participant, you connect directly with David during regularly scheduled online meetings and teleconferences. You also have full access to a suite of David's online "lecturettes" – narrated PowerPoint presentations that provide the foundations of Appreciative Inquiry and provide practical approaches and tools for AI practitioners. Because the online venue supports group interaction and collaboration, you work closely with other workshop participants to apply the concepts and tools to your specific interests and organization.

Workshops are offered twice a year and are delivered over a six-week period. The weekly agenda for the workshop includes self-paced viewing of David's narrated lecturettes, participation in a scheduled one-hour online meeting and teleconference, and online discussions and/or teleconferences with assigned workgroups.

The weekly activities include:

Weeks 1-2 – Appreciative Inquiry Overview

Teleconference & Online Meeting:

- ▶ Overview of AI and the Online Workshop

Pre-Recorded Lecturettes:

- ▶ The Case for Positive Change
- ▶ The Principles and Foundations of AI
- ▶ The "4D Cycle"
- ▶ The Power of Appreciative Topic Selection

Peer Interaction and Group Collaboration:

- ▶ Large group online introductions
- ▶ Pair interviews (online and/or via telephone)
- ▶ Small group discussions based on interviews (online and/or via telephone)

Weeks 3-4 – Practicing Appreciative Inquiry

Teleconference & Online Meeting:

- ▶ Tools and Approaches for Practicing AI

Pre-Recorded Lecturettes:

- ▶ The Art of the Unconditional Positive Question
- ▶ Creating AI Interview Guides
- ▶ The Spirit of Inquiry

Peer Interaction and Group Collaboration:

- ▶ Small group activity – crafting AI questions (online and/or via telephone)
- ▶ Large group input and discussion on each group's draft questions (online)
- ▶ "Practice interviews" based on refined questions (online and/or via telephone)

Weeks 5-6 – Facilitating Positive Organizational Change

Teleconference & Online Meeting:

- ▶ Facilitating Positive Organizational Change

Pre-Recorded Lecturettes:

- ▶ Creating AI Interview Summary Reports
- ▶ Appreciative Inquiry Summits
- ▶ “Destiny” and Appreciative Inquiry
- ▶ Appreciative Inquiry Case Studies
- ▶ Applications of Appreciative Inquiry

Peer Interaction and Group Collaboration:

- ▶ Small group activities – analyzing and summarizing AI interview data, applying AI design principles to a selected organization, and identifying potential AI interventions/projects (online, telephone, and/or face-to-face)
- ▶ Large group input and discussion on each group’s design principles and projects (online)

Workshop Participation

The total estimated time required for participation ranges from three to ten hours per week, depending on the depth of optional group work, reading, and real-time application to one’s own organization.

The technical requirements to participate in the workshop are minimal and include:

- ▶ Computer with standard web browser (Safari or Netscape for the Mac or IE or Netscape for Windows)
- ▶ Internet connection (at least 56k connection recommended)
- ▶ Telephone with long distance to the US

Registration Fee: US \$995

To Register:

www.ovationnet.com/workshops.htm

For Additional Information:

Contact ai@icohere.com

About David Cooperrider

David L. Cooperrider is Professor and Chairman of the Department of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. Professor Cooperrider is past President of the National Academy of Management’s OD Division and has lectured and taught at Stanford, University of Chicago, Katholieke University in Belgium, MIT, University of Michigan, Cambridge and others.

David has served as researcher and advisor to a wide variety of organizations including, for example, Yellow Roadway Corp., Green Mountain Coffee Roasters, McCann-Erickson, Nutrimental Foods, World Vision, Cleveland Clinic, American Red Cross, and United Way of America. Most of the projects are inspired by the Appreciative Inquiry (AI) methodology for which Professor Cooperrider is best known. His founding work in this area is creating a positive revolution in the leadership of change; it is helping companies all over the world discover the power of the strength-based approaches to planning and multi-stakeholder cooperation. Admiral Clark, the CNO of the Navy, for example recently met with David to bring AI into the Navy for a multiyear project on Bold and Enlightened Naval Leadership. And in June 2004 Cooperrider was asked by the United Nations Global Compact to design and facilitate a historic, unprecedented Summit meeting between Kofi Annan and 500 business leaders to unite the strengths of markets with the authority of universal ideals to make globalization work for everyone. Cooperrider’s work is especially important because of its ability to enable positive change in systems of very large and complex scale.

David’s often serves as meeting speaker and leader of large group, interactive conference events. His dynamic ideas have been published in journals such as Administrative Science Quarterly, Human Relations, Journal of Applied Behavioral Science, The OD Practitioner, and in research series such as Advances in Strategic Management. More popularly, Professor Cooperrider’s work has been covered by The New York Times; Forbes Magazine; Science, Fast Company, Fortune, Christian Science Monitor, San Francisco Chronicle and others. He has been recipient of Best Paper of the Year Awards at the Academy of Management and top researcher of the year at Case and numerous clients have received awards for their work with Appreciative Inquiry. David was recognized in 2000 as among the top ten visionaries in the field by Training Magazine and in 2004 received a prestigious award in Washington D.C. for distinguished contribution to the field of organizational learning from the American Society for Training and Development.

David has published nine books and authored close to 50 articles. Cooperrider’s volumes include Appreciative Inquiry Berrett-Kohler (with Diana Whitney); Organizational Courage and Executive Wisdom and Appreciative Leadership and Management (both with Suresh Srivastva). David is editor of a new academic book series Advances in Appreciative Inquiry (with Michel Avital) published by Elsevier Science.