



Syllabus

Appreciative Inquiry Online Workshop

WORKSHOP LEADERS:

- David Cooperrider, Ph.D.
- Soren Kaplan, Ph.D.
- Lindsey Godwin, Ph.D.

**If you need any technical help, please contact support@icohere.com (the support team will respond to you between 8am-5pm US Pacific Time, Monday-Friday). If you have any questions about your participation, please contact ai@icohere.com and one of our workshop leaders will respond to you.*

WORKSHOP OVERVIEW:

In this six-week, interactive online workshop, you will join with David Cooperrider, the founder of Appreciative Inquiry (AI), to learn the foundations of AI. In this online venue, you will 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. In between these weekly 'live' sessions, the workshop is facilitated by experienced AI practitioners, Soren Kaplan, Ph.D. and Lindsey Godwin.

The weekly agenda typically includes the following types of activities:

- Participation in scheduled online meetings and teleconferences;
- Self-paced viewing of David Cooperrider's pre-recorded narrated recorded online lectures;
- Readings about the theory and practice of AI
- On-demand access to videos from AI summits around the world
- Review of materials used in AI projects from various organizations
- Online discussions with other participants;
- Collaboration on projects with assigned partners.

AI COMPETENCIES

Throughout the workshop, you will gain an understanding of the foundations of Appreciative Inquiry and explore applications of AI across a wide range of organizations. You will obtain practical tools and resources for engaging groups and organizations in AI, as well as applying the principles of AI to your own life. Specifically, the workshop is designed to help you develop the following AI competencies:

- AI question identification and creation
- Interview guide design and development
- AI data analysis
- AI summit design and development (workbooks, agendas, processes, etc.)
- AI project planning

WEEKLY LIVE MEETINGS:

Please make note of the specific dates and times of our live sessions, which are all listed on our workshop website at www.ovationnet.com/workshops.htm. The times for our live online meetings are listed for both U.S. and Australian time zones; if you are participating from a different time zone than the ones listed, please use the following link to translate the meeting times into your local time: www.timezoneconverter.com/cgi-bin/tzc.tzc.

To participate in the live teleconference meetings, you will need to login to the online workshop website (using the login ID and password we sent to you) at <http://www.ovationnet.com/workshops.htm> -- and you will also need to either call into a teleconference bridge line (long distance charges may apply) or connect into our conference space via your computer using a Skype account (which is free). Please refer to the informational e-mail you should have received with additional details about how to participate in these live meetings (including setting up a free Skype account to access the live sessions if you so choose).

CERTIFICATE OF COMPLETION

Receiving your workshop certificate involves active participation. Appreciative Inquiry is an approach that involves a high degree of interaction and collaboration. You will receive a great deal of information, tools, and other resources from participating in this workshop. Of even greater benefit can be the learning and insight gained from interacting with your workshop leaders and fellow participants. We have created an approach to delivering the online workshop that maximizes the opportunity to interact, even when participants are coming together from around the world and from many different time zones! Your willingness and availability to connect and share with others will directly relate to the value that you and others receive from the workshop.

A large component of participating in the workshop involves viewing and responding to various pre-recorded presentations and videos. To receive your certificate of completion for this workshop, each week you need to make a **minimum of two (2) postings** in the Weekly Activities area(s) of your choice. Postings include well-thought out discussions similar to the time it takes you to draft or answer an email. A well-thought out response to one of your workshop colleague's posts is also counted. Postings created in the "Collaboration Café" or Live Online Meetings Area" are not counted towards this minimum, though we encourage you to post there as well.

We understand that it may be difficult to sustain your level of participation over the course of the six-week workshop. To accommodate busy schedules, we will not count your total number of posts until the end of the workshop – you therefore have through April 6 (a week and a half after the workshop ends) to make your 12 total postings.

Additionally, participating in at least **four of the six** live sessions is also required to receive the certificate at the end of the workshop. Because we track participation through the online meeting tool in the workshop website, it is important that you login to the online meeting within the workshop website for these sessions.

WEEKLY READINGS, PRESENTATIONS AND LEARNING ACTIVITIES

Each week we will provide you with a variety of assigned and optional materials (readings, presentations and activities) to support your learning journey. While additional details about all materials will be available inside the workshop website and discussed during our weekly live meetings, the following outlines the weekly agenda for the workshop.

Week 1

Readings:

- A pre-publication final draft of "AI: A Positive Revolution in Change" by David Cooperrider and Diana Whitney from their Berret Kohler booklet.

Learning Presentations:

- Positive Image, Positive Action (recorded online lecture)
- Appreciative Inquiry is a Shift (recorded online lecture)
- Roadway 211 (video)

Learning Activity:

- Paired AI Interview – You will conduct a paired AI interview with another workshop participant (we provide you with the interview guide and a partner), reflect on your experience and post reflections to the workshop site

Week 2

Readings:

- "A Civil World Beyond Individual and Community" by Ken Gergen
- "Social Psychology as Social Construction: The Emerging Vision" from the Message of Social Psychology: Perspectives on Mind in Society by Ken Gergen (Eds. C. McGarty and A. Haslam) (1996) Oxford: Blackwell
- "Positive Image, Positive Action," by David Cooperrider. From: Appreciative Inquiry: An Emerging Direction for Organization Development, David L. Cooperrider, Peter F. Sorensen, Jr., Therese F. Yaeger, and Diana Whitney, editors.

Learning Presentations:

- The Art of the Question (recorded online lecture)
- UN Global Compact Summit (video)

Learning Activity:

- Affirmative Topic Creation: With your partner from week 1 or on your own, you will begin to discuss potential affirmative topics for your organizations, communities, clients, etc. You will select your own top 3-5 topics that you are exploring and share your process and topics within the workshop site

Week 3

Readings:

- Interview guide used at Texas Insurance
- A generic interview guide from Diana Whitney
- Interview guide used at the Navy Leadership Summit
- Agenda & Conversation Guide from the United Religions Meeting
- Interview guide used at Canadian Tire
- Interview guide from the BAWB project
- "The Child as Agent of Inquiry" by David Cooperrider from Organizational Development Practitioner (Vol. 28, 1996).

Learning Presentations:

- AI Summit, Part I (recorded online lecture)
- AI Summit, Part II (recorded online lecture)

Learning Activity:

- Crafting AI Questions: Using the topics that you created in Week 2, you will craft a set of your own AI interview questions. Using these questions, you will then create an AI interview guide (based on examples of other guides provided). After you

have created your guide, you will share it everyone in the workshop to get feedback (and you will be asked to look at and comment on other participants' guides).

Week 4

Readings:

- Summit worksheets from Fairmont Minerals
- Worksheets used at the Navy Leadership Summit
- Worksheets used at the Chicago Heights Complex of Roadway Express AI Summit
- "Generative Metaphor Intervention" by Frank Barrett & David Cooperrider, Chap 7 from Appreciative Inquiry: An Emerging Direction for Organization Development.

Learning Presentations:

- U.S. Navy Summit (video)
- Yellow Roadway Summit (video)
- Fairmont Minerals (video)

Learning Activity:

- Conducting an AI Interview: Using your new guide, you will conduct one or more interviews with either a fellow workshop participant, or if you would like more practice with interviewing, you can also take your interview guide and practice an interview with someone outside of this workshop, possibly a client or someone in your own organization. Once you have conducted your interview, you will share your experience and reflections with others in with others in the workshop site.

Week 5

Readings:

- World Vision Case Study
- "Doing AI Data Analysis: an example format for an Appreciative Inquiry report" from Fairmount Minerals
- "Constructing Provocative Propositions" by David Cooperrider
- AI Summit workbook from the Leadership Summit Participant Workbook from the EPA
- EPA Pre-summit Report
- Worksheets used at the United Nations Global Compact Leadership Summit
- AI Summit workbook from Green Mountain Coffee Roasters' 2004 summit

Learning Presentations:

- Roadway's 94 Now Network (video)

- EPA Igniting Leadership (video)
- World Vision Big Goals Summit (video)

Learning Activity:

- AI Project Planning: For this activity you will be creating a outline for how you see applying AI to a specific project (for example, an overview of a summit you would like to create). This could be for a company that you are working with, or an organization you are a part of like a nonprofit, church or volunteer center, or even your local community or region. You will think about mapping the stakeholders, defining a topic and task statement for the project or summit, and what possible venues might be. While it's not required, you are welcome to collaborate with your earlier partner(s) to design your project. (You will also be asked to comment on other participants' postings and ideas).

Week 6

Readings:

- "Visions of an Exceptional Future for the Federated Church"
Summit workbook from November 2003

Learning Presentations:

- Destiny (video)
- CEO Roundtable (video)

Learning Activities:

- Workshop Reflections: This week you will have time to reflect on the learning from our 6 weeks together and post final comments and ideas in the workshop space. Additionally, you will be asked to fill out a feedback survey about the workshop so that we can continue to improve the learning experiences of future workshop participants.