



DARE TO DREAM

ENABLE BOLD DREAMS AND BOLD ACTION USING THE POWER OF
APPRECIATIVE INQUIRY

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All the powers in the universe
are already ours.

It is we who have put our hands
before our eyes and cry that it
is dark.

Swami Vivekananda

AGENDA

- What is Appreciative Inquiry?
- The Principles
- The Model
- How do we use it in coaching?
- A brief practice
- Q & A

What is 'to appreciate'?



To value- to discover the potential, to celebrate the uniqueness and exceptionality in people and situations around us. It operates from a lens of curiosity and abundance.

Value people as individuals – appreciating who they are, not just what they do, a commitment to connect with people and value them on a human level, regardless of their role, title, or performance.

What is 'to inquire'?

To explore- in such a way that opens up possibilities and potential.

THE BIRTH OF APPRECIATIVE INQUIRY



David Cooperrider & Suresh Srivastva in
1987,
With colleagues from Case Western
University & Taos Institute

PRINCIPLES OF AI

Social Construction – Words create worlds;

The language we use creates our reality

Simultaneity – Inquiry and change are simultaneous; inquiry creates change

Poetic – Multiple realities; we can choose what we study

Anticipatory – Images inspire action

Heliotropic – Positive questions lead to positive change

The principles embody the role of the coach.

8 ASSUMPTIONS OF AI

1. In every society, organization, or group, something works.
2. What we focus on becomes our reality.
3. Reality is created in the moment, and there are multiple realities.
4. The act of asking questions of an organization or group influences the group in some way.
5. People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past (the known).
6. If we carry parts forward, they should be what is best about the past.
7. It is important to value differences.
8. The language we use creates our reality

Problem Solving

AND

Appreciative Inquiry

- “Felt need” & identification of problem
- Analysis of causes
- Analysis of possible solutions
- Action planning
- Assumes: *Organisation is a problem to be solved*
- *Back Door – what’s in the way of what we want?*

• ***Deficit Thinking***

- Appreciate & value the best of *What Is*
- Envision: *What Might Be*
- Dialogue: *What Could Be*
- Innovate: *What Will Be*
- Assumes: *Organisation is mystery to be discovered*
- *Front Door – what is it we ultimately want?*

• ***Possibility Thinking***

6-D's of APPRECIATIVE INQUIRY BASED COACHING

The deeper agenda that is life-giving to the client

Discover the life-giving forces in oneself and the topic

Agreement, Listening

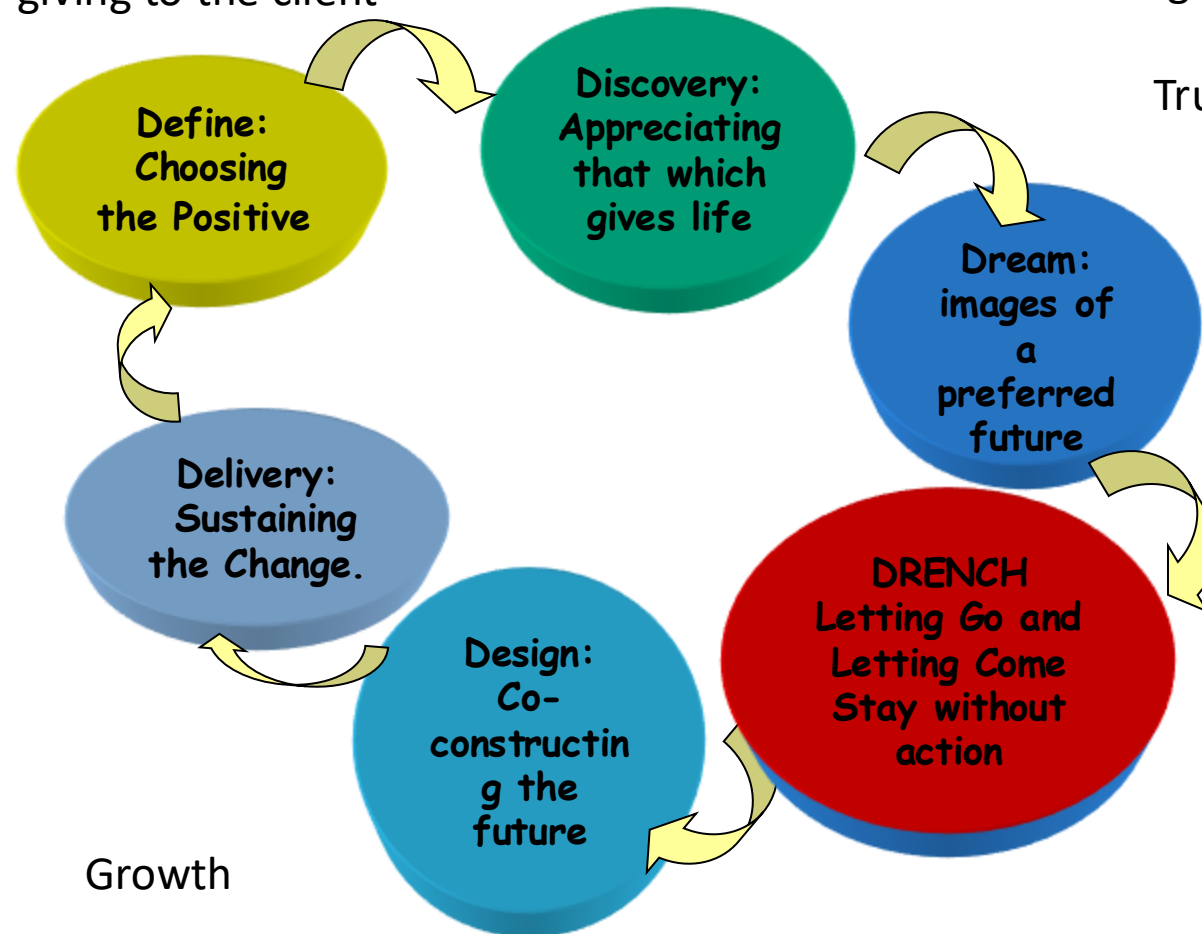
Trust, Presence, Listening

Listening, Awareness

Growth

Awareness, Growth

Growth



DEFINE THE TOPIC

- The Topic is not a Goal
- It is a deeper, transformative agenda
- Re-Frame the stated agenda by creating a possibility trajectory

METHOD: PIVOTING

QUESTION:

What is it that you want...deeply desire or long for?

(As against what is the problem- pivot the Inquiry to the future that is desired)

Why does this matter? What is important here?

Who will you be when this happens?

DISCOVERY

- Harvests the possibilities
- Creates an empowering perspective
- Generates energy for believing in oneself and a desired future

METHOD: Story telling

Narrate a story A (peak) experience of the reframed agenda...

Focus on the narrative, the enablers and factors

Follow the energy



DESIGN & DELIVERY

Strategy and Action

Accountability and Follow up

Nurturing the 'Appreciative Eye'

Start a new Inquiry



*Whatever you can do or dream you can
begin it.*

*Boldness has genius, power, and magic
in it.*

(Goethe)