

Live presentation in Kathmandu:

Theme # 1: New Applications and Advances in the Practices of AI and Other Strengths-based Approaches to Change

1.1. Sustaining ourselves as AI practitioners: how do we change as the organizational climate changes?

Presenters:

Anne Radford

She is a publisher as well as a thinking partner for business leaders and consultants on Appreciative Inquiry and strength-based approaches. (www.aradford.co.uk)

Joep de Jong

He is director Learning Solutions at BT. The group he facilitates within BT is responsible for the design, implementation and delivery of technology enhanced learning solutions.

Summary:

As organizations change quickly, assumptions, practices and processes are changing.

The role of the external organizational consultant and internal change agent has also been changing. It is more about 'working with' than 'working for', and it is even more about doing the work in the room than preparing reports

Is the role likely to change even more as more organizations want to handle change more themselves? And if so, what does this mean for internal and external AI practitioners?

1.2. Appreciative Embodiment

Presenters:

Mille Duvander. Co-founder of Intersmil and Appreciative Embodiment, specialized in Communication, Human Physics and Appreciative Inquiry.

Stine L. Hansen Co-founder of Intersmil and Appreciative Embodiment. Specialized in Social Constructionism and meditation.

Rosa Bloch consultant in Intersmil, specialized in Psychology and Educational studies.

Summary:

Intersmil has developed the concept of Appreciative Embodiment. We have found that the body is a wonderful enrichment to the work of Appreciative Inquiry. Our workshop will be focusing on the important, and to date implicit position, the body has, for the methods of AI. The foundation of Appreciative Embodiment is based on a theoretical development of the body's position in Social Constructionism and AI. The view of the body in Appreciative Embodiment is, that the body is the context for all dialogue and interaction. When we include the body in our work of appreciation, we ground and stabilize the processes of change, which has been started through AI.

Our hearts belong to AI combined with the bodywork. We will give you a workshop, which is rich in exercises and challenges. One part of our concept is grounding the appreciation

through meditation, and it fits perfectly to the location of Kathmandu, which we will use actively in the workshop.

1.3. **Title:** Virtually Appreciative: Using Online Social Networks in the Appreciative Process

Presenter:

Dr. Jonathan Cabiria is a media psychologist who speaks internationally on the positive effects of new media. His research looks at the positive effects of online virtual worlds as well as using online social communities for positive identity redevelopment.

Summary:

This workshop will expose attendees to several online social networks, including virtual worlds, which can dramatically help them in their AI initiatives. These online tools can be adapted for strengths-based change approaches in the following manner including: 1) bringing diverse people from wide geographic areas into a common online environment, thus providing efficiencies of time and cost, 2) allowing for the creation of multiple appreciative inquiry scenarios to refine the AI processes being considered, 3) offering the opportunity for easier follow-up and/or maintenance after the main AI process has ended, and 4) creating a permanent online AI community for each specific organization or group, maintained by their AI consultants or in-house AI practitioners. By engaging in these new technologies, AI practitioners will be able to expand the scope of their reach, bring together far-flung constituencies, explore new ways of approaching AI processes, and build long-lasting AI communities.

1.4 **Title:** Advaita and Appreciative Inquiry: Social Construction of reality by AI practitioners

Presenters:

R Sankarasubramanian, Change Management Consultant and Director - ChangeWorks, a transformational boutique in Mumbai, India

Dr. Wasundhara Joshi, AI Practitioner and Executive Director- SNEHA, an NGO based of Mumbai, India.

Summary:

The authors have been using Appreciative Inquiry for organization, community and personal change for the past several years. We were always confronted with the general notion that Appreciative Inquiry means looking at the “positive” and leveraging the same as opposed to other change management models that look at the “negative” and how to overcome the same.

We hold the view that AI believes in looking at the “whole” and locate the energy for change within that experienced reality. This approach to AI seems to be shared by some other AI practitioners but there seem to be new wave of “positive movement” happening in the AI world. This to us seem more of a reaction to the past 50 years of Psychoanalytical approach to change management that focused on the pathos, disease and unconscious muck in organizations and individuals. Now the western psychologists and OD theorists seem to be saying “We were looking at the wrong place all these years. This doesn’t necessarily bring energy for organizations and people to change. The right place to inquire is into the positive”.

The process of focusing on the positive comes from the same place as focusing on the negative. This is how the Western world has always viewed reality – in a dualistic way. The focus has changed but the belief exists that there is good and bad, positive and negative in any

description of reality.

This is the social construction of reality among some of the AI practitioners, especially from the west.

Some of us hold the social construction that Appreciative Inquiry is like “Advaita” – hold the non-dualistic paradigm and valuing “what is”.

Advaita is a Hindu philosophy which is over two thousand years old, propagated by Adi Sankara, in 788 BCE. This philosophy basically questions the human tendency to “split” the world into cause-effect, mind-matter, good-bad and holds the belief that the nature of reality is one and “non-dual” (Brahman).

The theory of social construction emphasizes that the perception of reality is based on one’s beliefs i.e. “what you believe is what you see”. Reality exists in its complete wholeness and it is we who choose to see that part that we believe exists.

We believe that both the paradigms of AI are real and valuable and need to be acknowledged and celebrated. This requires open dialogue amongst us as AI practitioners.

We are presenting this paper to encourage a debate within the AI community to reflect and review how we are taking the practice ahead.

1.5. Title: The elevating power of a learning network: multi-level learning by co-creating community

Presenters:

Luc Verheijen is partner and consultant at Kessels & Smit, the learning company, an international group of professionals who support individuals, organisations and communities around the world in learning and development issues.

Rene Bouwen is professor emeritus in Organizational Psychology and Group Dynamics at the University of Leuven, Belgium. He is researching and intervening on ‘relational practices’ dealing with group and organizational innovation and change processes, issue framing and diversity, using a relational constructionist perspective.

Arno Vansichen has 14 years experience as HRManager and is founder of “Evenwicht” (Equilibrium). He is working on work-life-balance through individual coaching, training and guidance, change processes in teams and organizations.

Lieve Scheepers has been part of the Flemish office of Kessels & Smit, The Learning Company since 2003.

Ronald Fry is Professor and Chairman of the Department of Organizational Behavior at Case Western Reserve University and a co-creator of the Appreciative Inquiry theory and method.

Summary:

This story is about a learning network for strength-based talent development in Belgium, active in the period from September 2008 until October 2009. The network is a collection of nearly 100 participants from 60 organisations belonging to different sectors.

Every participant is building an action project in their own organization to develop

'appreciative practices' related to competence and talent development, and using Appreciative Inquiry as underlying change process for each of these projects.

Learning practices are supported on different levels: on personal, group, organisational and cross-organisational level. It is through this multi-level learning that community is co-created in this complex social network with high diversity.

The network is playing an important role in Flanders to shift from a paradigm of deficit or gap-based competence development thinking towards strength-based relational practices, involving larger stakeholder groups in each of the participating organizations. In that sense the network is larger than the 100 participants: it relates to hundreds or thousands of people who are involved as stakeholder in any of the projects.

We are witnessing a live experiment that demonstrates an evolution in the possibilities of AI: an activation of merged energy at the level of a network where possibilities to become and benefit as community are emerging.

1.6. **Title:** You Get What You Think.. A Way of Bringing What You Desire into Our World

Presenters:

Gordon Johnson has been a student of Appreciative Inquiry (AI) since participating in an NTL Institute Bermuda Diversity workshop in 1998 and is a graduate of an NTL Institute Experience-Based Diversity Learning and Training Certificate Program in 2001.

Dr. Larry Trott is director of the Center for Integrated Healing Arts (<http://www.integratedhealingbda.com>) and founder of the Bermuda Tai Chi/Qigong Association in Bermuda. He is the author of the DVD Peaceful Wind Qigong Vol I and is coauthor of the upcoming book Wake Up and Live the Life You Love: Thriving in Changing Times.

Dr. Karen Simons is an experienced teacher in the field of Spiritual Development and Energy Medicine. Her focus is on how our inner world is expressed in our outer world. She is a director and therapist at the Center for Integrated Healing Arts in Bermuda.

Summary:

This is a workshop about living in appreciation. Practicing self care in relationship to our positive core and initiating positive change. Participants will both experience and learn how your thoughts immediately impact your physical body and how your thoughts impact other individuals and the world around you. Learn how to cultivate your life force and how to use it to create and sustain positive change in all aspects of your life and our world.

1.7. **Title:** Practicing AI Everyday: A Collaborative Learning Conversation

Presenters:

Sallie Lee, Founder of Shared Sun Studio [<http://sharedsunstudio.com>] and strategic partner of Innovation Partners International [<http://innovationpartners.com>] specializes in consulting on whole system collaboration and innovation, including strength-based system design and facilitation.

Ada Jo Mann, Principal and Co-founder of Innovation Partners International (www.innovationpartners.com), has 35 years experience in over 50 countries collaborating with clients on people-centered approaches to strategic planning; program development and

evaluation; inter-organizational partnerships; team building, and training. As Director of the GEM Initiative, she was a pioneer in the field of Appreciative Inquiry in the international development and social change arena.

Jen Hetzel Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com), Jen is an experienced consultant, trainer, facilitator, and author supporting public, private, and human service organizations in the US and around the world. Jen specializes in teaching and applying Appreciative Inquiry.

Cheri Torres, Ph.D. is a community and organization design consultant. She recently founded Collaborative-by-Design (www.collaborative-by-design.com) and is an Associate member of the Taos Institute.

Summary:

Heightening our ability to sustain collaboration may be one of the key ‘survival skills’ of the 21st century. No matter how sophisticated and networked our technologies are for keeping us informed and connected, we’re challenged to find meaningful, productive ways to engage with others, surface relevant knowledge, and co-create innovative solutions on a sustained basis. The presenters of this workshop believe practices associated with Appreciative Inquiry and collaboration hold significant promise for our organizational, community, and global opportunities.

Most people know AI as the 4D or 5D process. They have knowledge about using AI, but they are unclear how to make this their practice—how to be and do AI everyday. Yet this is what is needed to truly collaborate on our future(s).

We invite you to join us for a generative dialogue focused on expanding our capacity for collaboration by practicing AI everyday. We will begin by sharing our best thinking, experiences with clients around the world, and outcomes of new pilot workshops, then move to dialogue with all participants.

1.8. Embodying Appreciative Inquiry: Engaging the Wisdom of the Body

Presenters:

Robyn McCulloch is Founder and CEO of The Confluence LLC. As a global visionary leadership coach and consultant. Robyn integrates embodied leadership practices and Appreciative Inquiry to create unique coaching experiences for leaders desiring to create sustainable change, revitalize teams, mobilize whole systems in citizen-led change, or facilitate action-learning processes.

Jennifer Van Homer is Vice President of Organizational Learning at The Confluence LLC. She has 17 years of extensive experience in Human Resources Leadership including ten years at Patagonia where she contributed to the design of a unique corporate culture and later became a certified Hudson Institute Coach and a Master Somatic Coach at the Strozzi Institute.

Janur Yasa is Chief Inspiration Officer of The Confluence LLC. Native to Bali, Indonesia, he embodies Eastern philosophy blended with Western lifestyle as he works to empower youth leaders and advance corporate teams in diverse settings in the USA and Asia.

Roselyn Kay is a founding Partner of Innovation Partners International. Roselyn’s accomplishments span her work with government agencies, nonprofits and corporate entities in the areas of leadership development, coaching, strategy, and change. Roselyn is certified as

a Leadership Coach by Georgetown University and as a Somatic Coach through the Strozzi Institute.

Summary:

We believe embodying Appreciative Inquiry principles is the most powerful way to initiate and facilitate transformational change. The self is a facilitator's primary source of power in catalyzing positive change. This workshop will:

- Stimulate AI facilitators to discover ways to engage the “full presence” of participants in the AI process;
- Invite another vantage point for transformational change;
- Evoke awareness of the benefits gained from a centered presence; and
- Illuminate how the coherence of mood, intent, action and language are integral to sustainable positive change.

This workshop supports the theory and practice of strength-based work by bringing attention to a valuable resource for positive change – the body. Cultivating somatic awareness offers the AI facilitator the ability to understand and capture energy created during each phase. Facilitators have greater capacity to move with grace and power throughout the entire 4 D cycle and beyond by pragmatically learning how to be present, open and connected by noticing somatic sensations.

We learn to reframe as part of our positive change learning process through words alone. The body is the domain of mood, action, coordinating with others, learning, and dignity, all required to move initiatives forward. While we note energy rising when reframing, we may be unaware of physical sensations occurring. These felt sensations are the body reorganizing from the experience of the reframing conversation. Our mood elevates as possibilities for action are illuminated and new pathways are opened. Retraining thought patterns and rearranging stories congruent with this new structure result in clear intent. Drawing attention to the body supports the fulfillment of destiny because it gives people another place to look for reframing and rebuilding energy over time.

Facilitators with a centered presence create more successful AI experiences, ultimately supporting clients in raising energy to take action, elevate innovation, and sustain engagements.

“The body, in the somatic sense, expresses our history, commitments, dignity, authenticity, identity, roles, moral strength, moods, and aspirations as a unique quality of aliveness we call the ‘self’. We cannot act or live in the world without the body, or the self in this sense.”

--Richard Strozzi-Heckler

1.9. How to apply AI in tough times. A methodology and a story.

Presenters:

Ron Fry is Professor and Chairman, Department of Organizational Behavior at Case Western Reserve University where he was one of the early co-creators of AI with David Cooperrider, Suresh Srivastva, and colleagues.

Luk Dewulf is partner and consultant in the International Network of Kessels & Smit, The Learning Company. He works on the domain of learning, development and change and has a

special interest for AI-based large-group and participatory interventions.

Summary:

The field of Appreciative Inquiry has developed through different stages. Initially, AI was focused on how to inquire the extraordinary. Later there was growing interest for how to inquire also the ordinary. In these times, there is a growing need for a deeper understanding of how we not only cope, but actually grow through tough periods. In this workshop we will explore different approaches to inquiring into “tough times.” A first approach is about how to design a Discovery Phase that is aimed at appreciating tough times... We have experimented with this approach on a summit with more than 100 people from more than 60 different Belgian organizations from industry, education, health, social economy and administration. A second approach is based on the acknowledgement that every person goes through both ‘energizing’ and ‘survival’ states or modes. We will explore what questions are powerful to help people self-inquire in such a way that they move through the survival mode to discover the underlying forces and strengths.

1.10. The Power of AQ-KQ™

Presenters:

Sue James is a partner in BJ Seminars International, a Melbourne-based facilitation and consultancy business. She is a highly experienced facilitator, teacher, trainer, manager and consultant.

Chris Bennett is a partner in BJ Seminars International, a Melbourne-based facilitation and consultancy business. He has an extensive experience in speaking, training, and coaching in personal and professional development and is also an experienced Tai Chi teacher.

Summary:

AQ-KQ™ combines the power of Appreciative Intelligence® (AQ) and Kinaesthetic Intelligence (KQ) in a dynamic way. It’s a unique application of the principles and practices of Appreciative Inquiry, Tai Chi and other strength-focused approaches.

In this workshop, participants will learn about the AQ-KQ™ Framework with its eight 'lenses' through which to view the world. They will identify prevailing stories that influence our lives and learn practical strategies for applying the AQ-KQ™ approach for personal and professional growth.

AQ is the capacity to view life with an 'appreciative eye' and 're-story' what we see so we can restore our passion and energy to create an even better future.

KQ uses physical movement to generate and balance energy. It quiets that internal 'busyness' - the chatter going on in our heads - so we are free to think clearly and access our deepest wisdom. It's about the connection between physical movement, commitment and taking action.

AQ-KQ™ is about 'head, heart and hands': the best possible thinking and planning (head); driven forward by excitement, passion and energy (heart); made reality through practical action (hands).

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