

Live presentation in Kathmandu

Theme # 6: Leadership and Coalition-Building for Peace, Justice and Good Governance

6.1. Appreciative Inquiry Approach for Enabling Sustainable Peace and Inclusive Community Development in Nepal

Presenters:

Ram Chandra Lamichhane, AI Certification for Positive Business and Social Change, CWRU USA, General Secretary - Imagine Nepal

Rita Bakharel, Advocate, Legal Officer of Government of Nepal and Women Right Activist

Summary:

Nepal is a multi-lingual, multi cultural, multi-ethnic society. Since the unification of the country, only few languages, cultural and ethnic groups have got opportunities for development. Because of the problem based approaches in the past, the majority of cultural, languages and ethnic groups have been isolated from the mainstream of the development. There is very low participation in the political as well bureaucratic leadership of the country from Dalit, Janajati, Women and Madeshi Community. Because of the broader ethnicity composition, multilingual, and multi cultural society there are tremendous potentialities of the development if their hidden strengths are dug out and utilized for the national building process. Appreciative Inquiry Approach not only helps to dig-out the hidden strengths of this broader ethnicity, multilingual, and multicultural society but also increase the positive understanding among them. All the success story of the past and the all strengths of the ethnic groups can be discovered with their own participation and they can envision the peaceful and inclusive future Nepal. To achieve their dream they will make the design and to achieve the design they will have their own the action plan with strong commitment and defined roles and responsibilities with measurable indicators. Once all the roles of the people of all these multi-lingual, multi-cultural and multi-ethnic society are defined in an inclusive manner, they will actively contribute in the Nation building process. In this way, Appreciative Inquiry Approach will ultimately create an inclusive, peaceful and developed Nepal.

6.2. APPRECIATIVE LEADING: Seeing a way to a healthy world

Presenter:

Sherene Zolno, executive director of The Leading Clinic and Chair of the Leadership and Organization Development Department, Leadership Institute of Seattle/Saybrook University, is a researcher, educator and consultant.

Summary:

From his background as the leader and Chief Executive Officer of several major healthcare organizations, Rick Skillman, FACHE, brings a unique perspective to his consulting and leadership development practice. His focus is on how leaders can align sound business judgment with a stance for respect, hope and capability directed to employees at every organizational level. He is currently completing a book on leadership, "Memoirs of a CEO: the struggle to lead with heart and soul," and has been invited to speak at numerous organizations about his approach, including the American Society for Training and Development, the International OD Association, and the California Lawyers Association.

Global disarray marked our arrival into the 21st century. But while anxiety, terrorism, fundamentalist thinking, and even war seem to most characterize the themes of our

organizational/community conversations in this early part of the new century, instances of positive conversation between individuals and within groups happen every day.

What is it that compels people to come together into this positive conversation and purposeful bond?

When viewed through the lens of Appreciative Inquiry, the in-depth research conducted by The Leading Clinic (working with David Cooperrider, Frank Barrett and with AI and OD consultants and other professionals from across the US), points to the impact the leader's stance can have in setting the stage for system health to occur. In the resulting Model for a Healthy World, the requirements for leading appreciatively are identified, and the ripple effects of a leader's positive self-inquiry are demonstrated.

This 'core' of positive identity, the individual and organizational competencies that make possible a felt sense of self-worth, hope and capability, forms the foundation for personal well-being and for generating the ability to accomplish extraordinary things at all levels of system.

For organizations embracing a 'triple bottom-line' strategy, new kinds of leaders are required – those with an integrated identity of self-worth, hope and capability, and the desire to foster this in others. This session clarifies the required core identity of new century leaders, and provides information on how to develop potential leaders that can then lead organizations that impact communities and the world in positive ways.

In this presentation with interactive discussion/application, participants from the original research team discuss and illustrate how individual leaders contribute to a world of economic, political and social health. In addition, early reports from the field citing the positive impact of shaping leaders' identity to embrace leading appreciatively are presented. Business, government, non-profit, NGO and other organizational applications will be referenced, and participants will leave with an understanding of this comprehensive approach to leadership development, as well as with ideas for how to initiate this work within human systems.

6.3. Creating HR Change Leaders through AI: From Cynicism to Optimism

Presenters:

R Sankarasubramanian, Change Management Consultant and Director of ChangeWorks, a transformational boutique based in Mumbai, India.

Dr. Wasundhara Joshi, Appreciative Inquiry Practitioner and Executive Director of SNEHA, an NGO based out of Mumbai, India.

Dr. Hardik Shah, Academician and Faculty member of the Academy of HRD, India.

Summary:

In today's global economic downturn we hear continuing stories of workplace cynicism and hopelessness among employees zapping organizational energies and bringing them to the brink of collapse awaiting a miracle of economic recovery. Looking at it provocatively, this cynicism is a bundle of energy that can be channelised to strengthen organizations and bring hope. In order to achieve that, organisations must create and develop an "Appreciate Eye"- developing sustainable communities and deeper personal commitment among employees to direct these energies for sustainable change. This role rests with the Leaders in Human Resources function who need to break out of their own sense of hopelessness and drive the change process as Catalysts.

This session will cover the story of how AI (as process, tool and philosophy) has contributed to

bring hope and positive energy motivating HR professionals carving the future path for organization transformation. We will discuss the AI principles and tools that helped to create hope and located the energy for change focused on achieving peak performance in one of the largest steel producer in India. We will cover the entire process of contracting with the client, the 5-day HR leadership summit and the post program change stories that has emerged from the participants.

This session will also focus on the opportunities emerging from the above story for using AI to convert the energy of “overbearing cynicism into opportunities of growth” for HR professionals. Participants will also develop their action plans to push their organizations to take this path of transformation.

6.4. Towards an appreciative approach to peacebuilding

Presenter:

Dr Anastasia Bukashe is currently Executive Director of a church-based NGO Wilgespruit Fellowship Centre, based in Johannesburg South Africa. Anastasia's professional background is in peacebuilding and reconciliation. She is a trained AI practitioner and is particularly interested in the application of AI to peacebuilding

Summary:

The purpose of this workshop is to explore together the implications of AI to peacebuilding work. In particular Anastasia will be sharing some of her experience and research focused specifically on ethnic, religious and political conflict. Anyone interested in new applications of AI, its implications for world peace, and how to do peacebuilding from a strength based approach will find this participative workshop interesting.

6.5. "The Rainbow in a Land of Dirty Diamonds" – Appreciative Planning and Action" in Post-Conflict Sierra Leone" approach to Community Mobilization"

Presenters:

Malcolm (‘Mac’) Odell has worked for over 25 years in international team-building, empowerment, participatory research, community development, strategic planning, evaluation, monitoring, conflict resolution, eco-tourism, training and management. For the past decade he has become known globally for the innovation of a new organization development and mobilization strategy, "Appreciative Planning and Action, (APA)" now being used by numerous US and international firms and organizations.

Mulondo Ssenkaali. Mulondo has worked with grass root programmes using Appreciative Inquiry.

Summary:

“Linking Relief, Rehabilitation and Development Programme in Sierra Leone. While in Sierra Leone, Mulondo together with David (facilitator) worked on this program in Kono district well known for its blood diamonds to rebuild communities devastated by war. The programme was designed to use AI to help communities identify priorities and plan responses in human rights, and water and agriculture and livelihoods. He holds a Master of Arts Degree in Humanitarian Assistance, and an Msc in Development Management.

Sierra Leone is known by some as the land of “blood diamonds” It has recently emerged from a tragic decade of civil war. Corruption, much of it tied to an illegal diamond trade, had devastated

the government, the economy, the nation and its people. But that civil war is over. People have returned from refugee camps in neighboring Guinea and Liberia. And there is hope-like a rainbow over a dry area expecting rains after years of dry spell. In an effort to shift from relief to development, and break the 'dependency syndrome' that results all too often from relief efforts, the aid agency International Rescue Committee (IRC), with funding from European Union, initiated a comprehensive program titled "Linking Relief, Rehabilitation and Development" and chose AI as the framework for community mobilization. .

This interactive workshop will focus on the theory and practice of AI as applied to post-conflict settings like Sierra Leone, giving attendees specific skills in using the AI approach effectively. A short video, 'APA in Action,' will be included. Lessons learned include application of the AI model to medium and large scale community mobilization initiatives. Participants will be introduced to successful examples of how AI turned out to be a rainbow that brought hope to communities devastated by years of conflict.

6.6. Strengthening Democratic Local Governance – How AI brings citizens and governments together in Indonesia

Presenters:

Christopher Dureau and Nancy Sunarno are social researchers with a strong interest in rights based approaches and a growing passion for AI.

Summary:

The workshop demonstrates how AI has been used to galvanize enthusiasm, imagination and action by citizens to promote democratic governance in 18 Districts across eastern Indonesia. The workshop will describe the context, encourage participations in some of the tools used for participative engagement and review the methodology and its impact so far.

6.7. Imagine Singapore - A Nation in Conversation

Presenter:

Jacqueline Wong - Director, Sequoia & Sustainability Institute

Summary:

Imagine Singapore is about creating hope and possibilities through conversations that matter. It is an effort to bring Singaporeans from all walks of life together to discover the true essence of our strengths, qualities and spirit that have stood the test of time. It is the discovery of our communities' hopes & aspirations, verbalized through active dialogue and engagement. Simply put, we imagine a nation in conversation. By leveraging on stakeholders such as schools, businesses, the labour movement and NGOs, Imagine Singapore is powered as a social movement to bridge the Three Big Divides of Age, Income and Nationalities and fulfill the dream of "Singapore Unlimited".

6.8. Appreciative Inquiry for Positive Societal Transformation and Peace Building through Imagine Initiative movements in Nepal

Presenters:

Parashu Ram Timalina, Secretary General, Nepal Appreciative Inquiry National Network (NAINN). He has been working in imagine initiative movement in Nepal and has collected experiences and learning. He is currently doing his PhD from Taos/ Tilburg university on 'Appreciative Inquiry for bridging gap : A process of peace building (in the context of Nepal's

constitution making process)

Yadav Sharma Bajagi: Mr. Bajagi is an executive member of NAINN. He is a veterinary doctor and has been applying Appreciative Inquiry in government offices in Nepal.

Ram Prasad Gyawali: Mr Gyawali is an executive member of NAINN and has been working as executive director of Naulo Ghumti Nepal, Pokhara. He has a long experience of applying AI in various sectors like community development, organizational development, counseling for drug users, and many others in Nepal.

Summary:

Nepal Appreciative Inquiry National Network (NAINN) was established in 2004 with the main objectives of applying AI in rural society for positive mind setting, positive societal change, and peace building. With its five regional networks and more than 45 district level imagine initiatives, NAINN has collected experiences and learning from the application of AI in developing society. The following experience and learning of NAINN is hoped to be useful to share with the people:

- NAINN has got astonishing results of the use of AI in rural people in their individual life, community development, and peace building especially in the developing community like Nepal. Change in innocent people's attitude from 'Problem' to 'Strength' is worth to share. These people, though they don't know its philosophical and theoretical aspect, has accepted AI as their 'Life Style'.
- Government offices of Nepal, after working with AI approach, have been found more effective and friendly service providers. Some of them are addressed as model offices. This is a very practical learning that can be applied in other government offices of Nepal and other countries.
- AI has been used in many countries in various fields and its popularity has been increasing day by day. NAINN, being the largest AI network in Nepal (Prof. David has said it is the largest in the world), has learned that the achievement through AI has to be institutionalized so that it can be disseminated at once everywhere. With the initiation of very few people, NAINN has been able to educate thousands of Nepali people about AI. Many organizations' success stories have been circulated throughout nation at once. The conference is hoped to be the best place to share about NAINN's own experience of spreading AI in an organized way and at the same time it is the right forum to discuss on creating an international organization like 'International Network of Appreciative Inquiry (INAI)'
- Use of AI in Peace building through 'bridging the gaps' that are appearing in present development scenario, people's aspirations and the need of new culture of development in the country as well as planning of family, socio-culture development, education, health, media etc will be shared and discussed in the workshop.

We will share NAINN's experiences, learning, and the result of the use of AI in Nepal with the participants through slide-shows, still photos, and short movies. The participants will share their experience and ideas in these fields. They will also engage in discussing on how AI can more effectively be used in societies of less developed. The workshop will also come out with an idea of institutionalize world AI movement and achievement thorough social organization like NAINN in Nepal.

6.9. Appreciative Management and Leadership

Presenters: Dan Saint (Managing Director at Jefferson Wells) and Joep C. de Jong Director at BT)

Dan Saint (Managing Director at Jefferson Wells) and Joep C. de Jong Director at BT) were amongst the first business leaders actively applying AI in their divisions / organisations on a day-to-day basis. They have done so for a number of years now, Dan for over 5 years and Joep for over 11 years.

Summary:

In their presentation they will address how they managed these turnarounds using AI, and will also share their thoughts on what it takes to be an Appreciative Leader. To hear the inside AI story from two business leaders provides another interesting perspective on the success AI is seeing around the globe.

6.10. The Philippine Face of AI Celebrating a Decade of AI Practice

Presenters:

Rosalina O. Fuentes, Ph.D.

Dean, SAIDI Graduate School of OD; Initiator & CoFounder of the Association of Appreciative Inquiry in the Philippines; Co Initiator of Imagine Philippines Movement

Marie-Paul B. de Luna, M.A.

Partnership and Consulting Networks Director, SAIDI Graduate School of OD

Maria Socorro Cristina L. Fernando, Ph.D.

Applied Research Center Director, SAIDI Graduate School of OD

lucia pavia ticzon, Ph.D.

Positive OD Director, SAIDI Graduate School of OD; Founding President, luCin Foundation for Self & Social Transformation; Co Initiator & point person for Imagine Philippines Movement

Summary:

The Philippines had its first taste of AI in 1999. Since then the palette of the country's organizational leaders, practitioners, and samplers has steadily opened to the delight of AI's distinct flavor and spice. The decade's momentum grew and finally spawned Imagine Philippines Movement, which is a fusion of the AI rigor at sustained applications, a people's indigenous spirit of story telling, and a nation hungry for inspiring leadership and thirsty for wellsprings of integrity and dignity.

Through the midwifery of a growing number of AI advocates in the country and the dedication of initiators, a movement has started that aims to emerge the multitude of a people's stories of what works and with what strengths. Out of these stories will be evolved propositions and accountability matrices for cultural, economic, political, ecological, and spiritual renewal for the critical 2010 elections and to be carried forward in spontaneous and self-organizing ways. What is at stake is our national soul. From the perspective of AI, what can be envisaged is the "Philippine Face of AI". From the perspective of our national soul, it is the reclamation of our people's pride and the passionate yet peaceful and creative expressions of our awakened intelligence and collective strength.

6.11 Breaking the 'Dependency Syndrome' in Post-Conflict Sudan through an "Appreciative Planning and Action" approach to Community Mobilization

Presenters:

Mary K. Mogga, Program Officer and Technical Facilitator for the Sudan BRIDGE program with Winrock is a survivor of the protracted Sudan conflict that has decimated much of the nation over the past two decades. Together with Malcolm Odell, she has trained and now supervises a community mobilization team in three states of Southern Sudan. Her skill and enthusiasm for the APA approach is beginning to break the deeply instilled 'Dependency Syndrome' that plagues the shift from relief to development in almost all post-conflict settings, yielding a rapid increase in the number of self-reliant communities which are now undertaking a wide range substantial self-help projects with little or no outside support.

Malcolm ('Mac') Odell, currently technical advisor and trainer for Winrock International and Africare, has worked for over 25 years in international team-building, empowerment, participatory research, community development, strategic planning, evaluation, monitoring, conflict resolution, eco-tourism, training and management. For the past decade he has become known globally for the innovation of a new organization development and mobilization strategy, "Appreciative Planning and Action, (APA)" now being used by numerous US and international firms and organizations including an international 5-star hotel, private corporations, a dozen Habitat for Humanity Affiliates, 250 local NGOs, and almost 200,000 poor men and women in WORTH programs the Nepal, India, Sri Lanka, Tanzania, Sudan, Kenya, Cambodia, Tanzania, Zambia, Congo, Ethiopia, and Uganda other countries in Asia and Africa. .

Summary:

Sudan has been on the evening news for over two decades during a protracted civil war between the north and south and an ongoing crisis in Dafur. Under a Comprehensive Peace Agreement Southern Sudan has recently emerged this conflict. Yet, with much of its infrastructure destroyed and communities dispersed, the government, the economy, the nation remain at risk. With the civil war is over, people are returning from refugee camps in neighboring countries. And there is hope. In an effort to shift from relief to development, and break the 'dependency syndrome' that results all too often from relief efforts, Winrock International, with USAID support, has initiated a comprehensive program titled "BRIDGE" and chose APA as the framework for training its community mobilization staff. This interactive workshop will focus on the theory and practice of APA as applied to post-conflict settings like Sudan, giving attendees specific skills in using the AI approach effectively in anything from a 5 min. 4-D meditation, two-hour conflict-resolution initiatives, or a 6-day training-of-trainers program with dozens of staff and management from such organizations as Winrock. A short video, 'APA in Action,' will be included. Lessons learned include application of the APA model to medium and large scale community mobilization initiatives