

APPRECIATIVE INQUIRY

DISCOVER Focus on what's working, build on success

- conduct an inquiry:
 - looking back at the past year, what lessons can be learned?
 - what are our strengths, assets and resources, core values?
 - what are our aspirations?
 - what do we enjoy, want to do more of?
 - what are the underlying conditions present when we're at our best?
- share insights with all members
- aim to develop connections which will allow us to create the innovations and changes we want and to generate energy and confidence in our ability to create the future

DREAM Create a shared vision of the future

- use brainstorming techniques to explore:
 - what might be, what could be, what do we want?
 - what opportunities are available?
 - how we can exploit them?
- challenge the status quo: present new assumptions and create new possibilities
- stretch individual and group thinking, to envision a future that is bold, compelling and mutually desired

DESIGN Co-create a design to make it happen

- get everyone into the conversation
- clarify ideas about organisational values, develop strategic principles
- co-create a sustainable future embracing innovation at many levels
- design pilot projects

DELIVER What will be

- implement pilot projects
- monitor, evaluate and amend where necessary
- sustain the vision through empowering people, learning, adjusting and improvising