

APPRECIATIVE INQUIRY

"Uncover, Magnify and Multiply Miracles in People & Organizations." Raju Mandhyan

OVERVIEW

How would you like if:

- Your whole enterprise surged with life-energy and purpose towards growth and excellence consistently and continuously?
- Every individual, every team and every heartbeat in your organization resonated powerfully towards a singular purpose and a vision?
- Every day, every moment and every interaction between your people and the rest of the world thrived with self-renewal and positive action?

All this, and more, is possible with **Appreciative Inquiry**.

Appreciative Inquiry is a new and innovative approach to thinking, seeing and acting for powerful, purposeful change in organizations. Appreciative Inquiry works on the assumption that whatever you want more of already exists in all organizations.

Unlike traditional change and leadership methodologies which focus on issues and problems, AI engages groups in identifying successes, strengths and what their organization looks like at its best. It then builds on those assets to catalyze all transfers and diffuse innovation meaningfully.

OBJECTIVES

- Become familiar with multi-disciplinary principles, research and theory base of AI
- Learn how to introduce this strikingly different approach in ecologically congruent ways
- Receive support in practicing appreciative question construction, appreciative interviewing skills, topic identification, imaging the future, creating provocative propositions
- Gain leadership skills to create trust, develop a clear vision, and engage your team and organization towards greater congruence.
- Increase your leadership abilities and your organization's capacity to manage change, improve processes, strengthen teams, transfer knowledge and foster collaboration.

UNIQUE SELLING PROPOSITION

This one-day workshop has been employed successfully by several organizations and delivers powerful insights into leading powerful and constructive change. The concepts are clear and exercises creative and totally relevant to developing and enthusing organisations for purpose-driven growth.

COURSE OUTLINE

- The AI Concepts Guiding Principles
- The AI Protocol/Inquiry in Action
- Generative and Evocative Storytelling
- The Four D Cycle Model
- Multiple Application Workshop for AI in Development

METHODOLOGY

Workshop is gently introspective, easy to understand and involves small group discussions and activities which highlight the principles and facilitate the practice of appreciation and inquisitiveness.

30% interactive lectures, 40% small group practice for mastering inquiry and evoking stories, 30% large group workshops integrating the AI framework for development.

WHO SHOULD ATTEND

HR Practitioners, Change Consultants, Trainers, Coaches, Facilitators and all others who want to Lead Growth

TESTIMONIALS & VIDEO CLIPS

[Appreciative Inquiry for Planning](#)

[Appreciative Leadership for Petron](#)

[Appreciative Leadership in Davao](#)

Raju Mandhyan

Author, Coach and Facilitator, Raju Mandhyan has been a change and a development consultant for nearly a decade now. His work has impacted for profit and several non profit organizations in the past few years. He has worked with several manufacturing, services, educational and retail businesses in the Philippines and Asia.

He is an American Management Association certified Trainer, a Buzan Licensed Instructor, and a Professional Life Coach. He has been trained in Arbinger Institute's Leadership and Self-Deception, and multiple modalities for human capital development like Neuro Linguistic Programming and Whole-Brain thinking.

He has lived and grown in three cultures--Indian, American, and Filipino. Currently, he lives in the Philippines and is the former President of the Association of Appreciative Inquiry of the Philippines. Currently, he also hosts a value-adding, diversity-bridging talk show called ExPat Insights based on the Appreciative Inquiry philosophy.

