



MSPD

CONSULTING . CORPORATE TRAINING . PERSONNEL

Make your Dreams Come True

2016/17 Course Outline

MSPD Skills Development Programme

Appreciative Inquiry (2 Days)

Unit Standards 252032 NQF level-5, 8-credits

Learning Outcomes

- Individuals will have the ability to change the whole organization by changing people.
- Through positive questioning employees will be directed to move in a positive direction.
- Recognizing the strengths and values of what works, as opposed to what's wrong.
- Looking at problems and deficiencies instead focusing on strengths and successes.
- Strengthen relationships throughout a business.

Course Outline

Module One: Getting Started

- Housekeeping Items
- The Parking Lot
- Workshop Objectives
- Pre-Assignment
- Action Plans and Evaluations

Module Two: Introducing Appreciative Inquiry

- What is Appreciative Inquiry?
- Generating a Better Future
- Engaging People in Positive Thought
- Change the Person, Change the Organization
- Case Study
- Module Two: Review Questions

Module Three: Changing the Way You Think

- Shifting from "What's Wrong?" to "What's Right"?
- It's Not Eliminating Mistakes, It's Holding Up Successes
- Positive Language Will Affect Peoples Thinking
- Limit or Remove Negative Phrasing
- Case Study
- Review Questions

Module Four: Four D model

- Discovery
- Dream
- Design
- Delivery
- Case Study
- Module Four: Review Questions

Module Five: The Four I Model

- Initiate
- Inquire
- Imagine
- Innovate
- Case Study
- Module Five: Review Questions

Module Six: Appreciative Inquiry Interview Style

- Framing Positive Questions
- Solicit Positive Stories
- Finding Out What Works
- Recognize the Reoccurring Themes
- Case Study
- Review Questions

Module Seven: Anticipatory Reality

- Imagining a Successful Future Will Affect the Present
- Controlling Negative Anticipation
- Current Decisions Will Be Influenced Positively
- Base It on Data and Real Examples
- Case Study
- Module Seven: Review Questions

Module Eight: The Power of Positive Imagery

- Shaping Performance with Positive Imagery
- Being Better Prepared for Adversity
- People are More Flexible and Creative
- Think of the Perfect Situation
- Case Study
- Module Eight: Review Questions

Module Nine: Influencing Change Through AI

- Using Strengths to Solve Challenges
- Confidence Will Promote Positive Change
- Inquiry is a Seed of Change
- People Will Gravitate Towards What is Expected of Them
- Case Study
- Module Nine: Review Questions

Module Ten: Coaching and Managing With AI

- Build Around What Works
- Focus on Increases
- Recognize the Best in People
- Limit or Remove Negative Comments
- Case Study
- Module Ten: Review Questions

Module Eleven: Creating a Positive Core

- Strengths
- Best Practices
- Peak Experiences
- Successes
- Case Study
- Module Eleven: Review Questions

Module Twelve: Wrapping Up

- Words from the Wise
- Review of Parking Lot
- Lessons Learned
- Completion of Action Plans and Evaluations