The background of the slide features a serene landscape at dusk or dawn. The sky is a gradient of deep blue at the top, transitioning through purple and magenta to a bright orange glow near the horizon. Below the horizon, the dark silhouette of a mountain range is visible against the lighter sky. The foreground shows the calm surface of a body of water, which reflects the colors of the sky.

# Using Appreciative Inquiry

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# WHY APPRECIATIVE INQUIRY?

*We are at the very point in time when a 400-year old age is dying and another is struggling to be born, a shifting of culture, science, society, and institutions enormously greater than the world has ever experienced. Ahead, the possibility of the regeneration of relationships, liberty, community, and ethics such as the world has never known, and a harmony with nature, with one another, and with the divine intelligence such as the world has never dreamed.*

*--Dee Hock, Founder & CEO--Visa*

# DEFINITION

- Appreciative Inquiry is a philosophy of organizational change that adapts a foundation of social construction of meaning to the process of necessary change: in this case, a change in curriculum, pedagogy, and teaching and learning activities. Strategies that make this perspective both unique and particularly appropriate for assessing aboriginal content (or lack thereof) are symbolized by the inherent actions of esteeming, prizing, valuing, honouring, affirming, and evolving.
- The actual model includes four stages:

**DISCOVERY, DREAMING, DESIGN, DESTINY**

# TO APPRECIATE

## Valuing ...

- ❖ The act of recognizing the best in people and the world around us;
- ❖ Affirming past and present strengths, successes, and potentials;
- ❖ To perceive those things that give life (health, vitality, and excellence) to living systems.
- ❖ To increase in value

**Synonyms: *valuing, prizing, esteeming, and honouring***

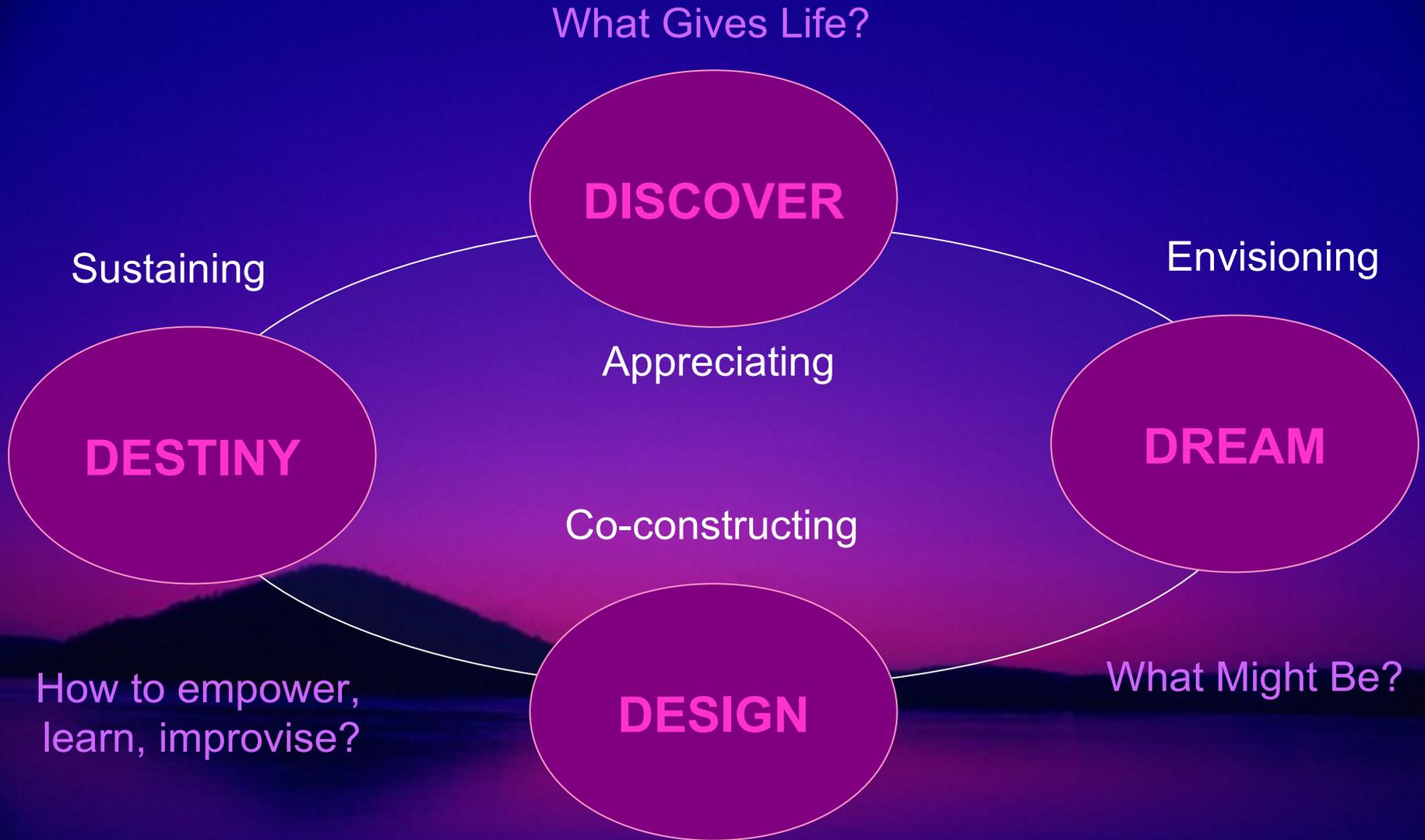
# INQUIRY

- ❖ The act of exploration and discovery
- ❖ To ask questions; to be open to seeing new potentials and possibilities.

Synonyms:

*discovery, search, study, systematic exploration*

# APPRECIATIVE INQUIRY PROCESS



What should be? – the ideal

# DISCOVERY

- First Stage is the time for assessing what exists, what is done well, and how roles and tasks can be done in even better ways to promote evolution and growth within the organization

# DREAMING

- The second Stage is the time for the articulation of a clear results-oriented vision that relates to the discovered potential and in line with the envisioned goals and “dream”.

# DESIGN

- The third Stage is the time for recommending strategies for achieving ideal results and the envisioned dream
- The time to invent, to innovate, to conceive and to make choices - about the purpose, principles, roles, processes, practices and structures which will house, support and give life to the dream created.

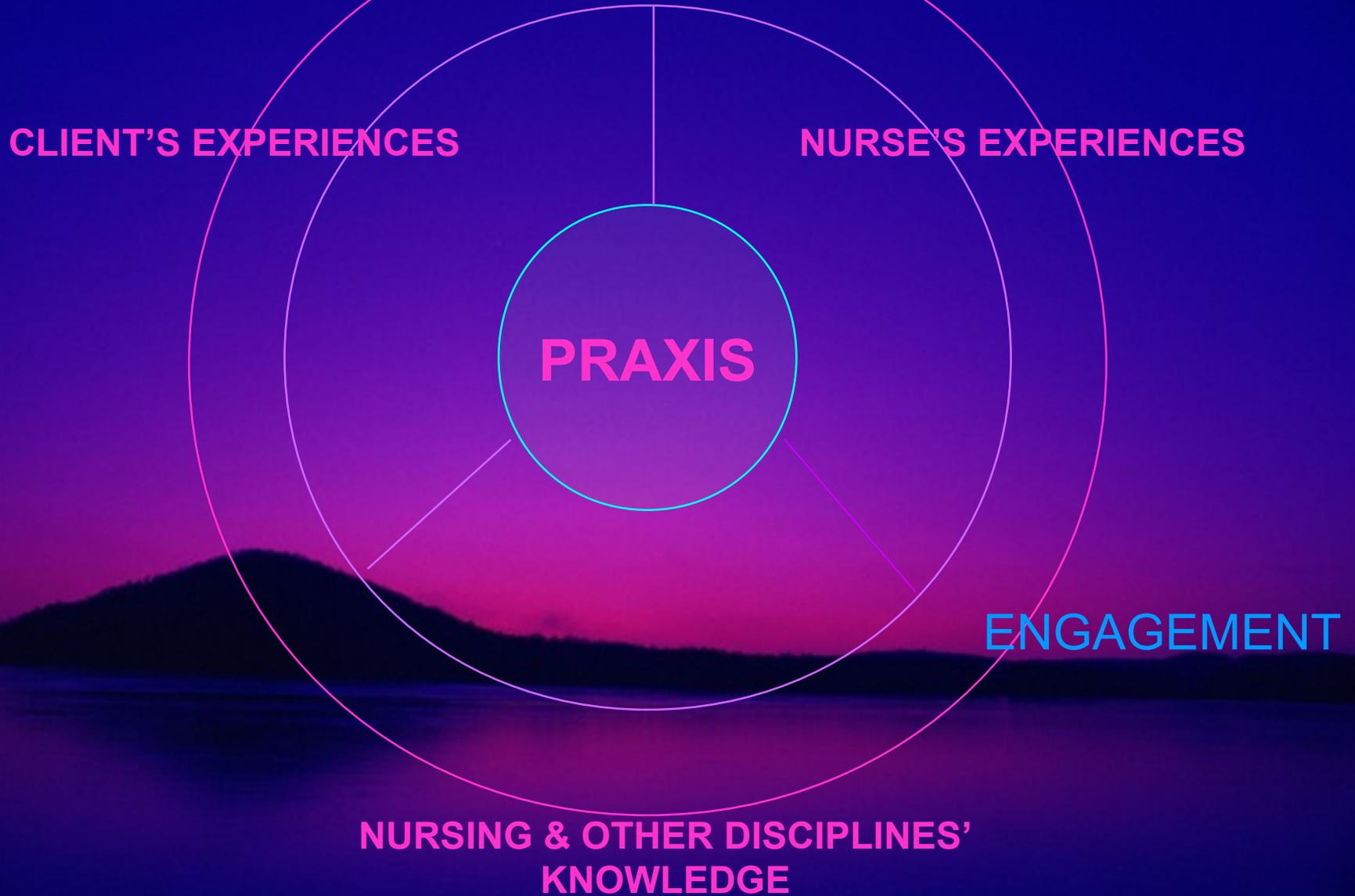
# DESTINY

- The fourth Stage is the time for providing resources and structure, adoption, and revision that provides tangible resources, strategies and processes for promoting the action plan.

# DISCOVERY PHASE

- Assessment of the Existing Structure
- Dialogue with Others , Identify any existing content
- Dialogue with nurses, identify their learning needs and listen to their stories
- Listen to the Community (Leaders, prospective students, practitioners, support people)

# Praxis, Engagement and Patterns of Knowing



# Dreaming Activity

- **Premise:** We build the future on our past and present. Therefore, we wish to carry forward the best of our past and present on which to build.
- Visualize yourself 7 years into the future – it is 2015. Visualize Nursing Peer Networks as you really want them to be.

# DESIGN AND DESTINY

- The **Design Stage** will begin with written recommendations for inclusion of Peer Networks into the national agenda
- The **Destiny stage** will begin with the initial orientation and implementation of networks into nursing initiatives