

Synonyms & Metaphors

- **Dance Floor & Balcony:** Practice & Theory
- **Provocative Proposal:** Collective statement of 'what is' & 'what might be;' the architecture that bridges now to tomorrow
- **Touchstone:** Theme, Spirit, Core, Value, Heart, Thread

Far from being Pollyanna,
Appreciative Inquiry does get at the problems –
but from another direction.

Susan Star Paddock

Provocative Proposals

1. are stated in the affirmative, as if already happening
2. point to real desired possibilities
3. are based on the data
4. create new relationships, including intergenerational partnerships
5. bridge the best of “what is” toward “what might be”
6. require sanctified imaginations, stretching the status quo by pushing boundaries
7. necessitate new learning
8. challenge organizational assumptions and routines

From Memories, Hopes, and Conversations: Appreciative Inquiry and
Congregational Change by Mark
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An Appreciative Evening

*What question are you exploring
to awaken an Easter Call?*

St. Mary's Road United Church

Friday, April 29th, 2016
4:00 pm—9:00 pm



Agenda

- 4:00** Plenary: Intro
Worship & Centring
Plenary: Questions
Plenary: Overview & Instructions
Small Group: Paired Interview
Plenary: Debrief & Instructions
Small Group: Meaning Making
Plenary: Debrief & Instructions
Plenary: Post Stories
Plenary: Review
Plenary: Cluster
Individual: Journal
- 6:15** Dinner
- 6:45** Plenary: Overview & Instructions
Small Groups: Creative Play
Plenary: Share Presentations
Plenary: Debrief
Plenary: Provocative Proposal
Plenary: Overview & Instructions
Small Groups: Creating a Provocative Proposal
Plenary: Sharing Provocative Proposals
Plenary: Debrief
Plenary: Discernment & Next Steps
- 8:55** Closing

Five Basic AI Processes

1. Choose the positive as the focus of inquiry.
2. Inquire into stories of life-giving forces.
3. Locate themes that appear in the stories and select topics for further inquiry.
4. Create shared images for a preferred future.
5. Find innovative ways to create that future.

It's not so much that we are afraid of change or so in love with the old ways. It's the place in between that we fear...it's like being between trapezes. It's like Linus when his blanket is in the dryer. There's nothing to hold on to.

Marilyn Ferguson

Appreciative Inquiry Assumptions

1. In every organization, some things work well.
2. What we focus on becomes our reality.
3. Asking questions influences the group.
4. People have more confidence in the journey to the future when they carry forward parts of the past.
5. If we carry parts of the past into the future, they should be what is best about the past.
6. It is important to value differences.
7. The language we use creates our reality.
8. Organizations are heliotropic.
9. Outcomes should be useful.
10. All steps are collaborative.

Notes

Paired Interviews

Q1: Best Experience

Tell me a story about the **best experience** you have had with [insert question] at your faith community, in your work or in the wider church. Looking at your entire experience, recall a time when you felt most alive, most involved, or most excited about your involvement. What made it an exciting, awesome experience? Who was involved? Describe the experience in detail.

There is no greater power than a community discovering what it cares about. Ask 'What's possible?' not 'What's wrong?' Keep asking. Notice what you care about. Assume that many others share your dreams. Be brave enough to start a conversation that matters.

Margaret Wheatley

Be Curious. Be Wonder-filled

Imagine you are hearing your favourite story for the first time. Listen not just with your head and ears, but your eyes and body. What's happening for you? What's happening for your partner?

Acknowledgment: Compiled from templates shared by Innovation Works & and Appreciative Inquiry Unlimited

Notes

Social construction theory says, in essence, that we create reality through the conversations that we have.

Jane Magruder

Notes

Since we will spend the rest of our lives in the future we need to ensure that the future we imagine and create is the future we would prefer to live in.

***Clergy
Leadership
Institute***

Notes

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Summing it all up, friends, I'd say you'll do best by filling your minds and meditating on things true, noble, reputable, authentic, compelling, gracious—the best, not the worst; the beautiful, not the ugly; things to praise, not things to curse. Put into practice what you learned from me, what you heard and saw and realized. Do that, and God, who makes everything work together, will work you into his most excellent harmonies.

Philippians 4:8-9
The Message (MSG)

Notes

A good question
should help people
discover something
they did not even
know about.

***Public Conversation
Project***

Notes

The questions we ask invite new understandings,
new possibilities for self-reflection,
and new possibilities for action.

Sheila McNamee, & Dian Marie Hoskig.