

October 7-10, 2008

## INNOVATION PARTNERS AND INSIGHT SHIFT INVITE YOU TO THE SALT LAKE CITY... APPRECIATIVE INQUIRY FOUNDATIONS WORKSHOP



**Appreciative Inquiry** is a profoundly life-affirming process for engaging people in building the organizations and communities in which they want to live and work.

### Are you ready to join the strengths-based revolution?

If so, join us for a practical, interactive, four-day workshop that introduces the **theory** and **practice** of a **strengths-based** and **participatory approach** to planning, change and organizational effectiveness.

This **hands-on-learn-by-doing** workshop provides a solid grounding in Appreciative Inquiry (Ai) preparing you for initiating positive change in organizations, on teams, in the community and in your personal life! You will enrich and transform your understanding of:

- the nature of leadership and learning
- the way you engage in your work and with teams
- the impact of questions in creating desired change
- the power of language and stories
- the benefits of managing from strength

**Who Benefits from Attending:** Managers and leaders who champion change from all sectors: health care and human resource professionals, business specialists, educators, consultants, coaches, and community advocates

### When

**October 7-10, 2008**  
8:00 am – 4:30 pm

### Where

Insight Shift  
175 West 200 South, Suite 1004,  
Salt Lake City, Utah

### Cost

\$1275 if paid in full by  
August 1st, 2008  
\$1475 after August 1st, 2008  
(Non-refundable deposit of \$200 due upon registration)

### Contact to Register

[colette@insightshift.com](mailto:colette@insightshift.com) or  
[sallie@innovationpartners.com](mailto:sallie@innovationpartners.com)  
801.533.1203 or 828.277.0092  
Register online:  
[www.innovationpartners.com](http://www.innovationpartners.com) or  
[www.insightshift.com](http://www.insightshift.com)  
*Workshop tuition includes all materials.*

**Appreciative Inquiry is a collaborative process that focuses on strengths, values, aspirations and opportunities, building on what *is* working and implementing the insights and innovations that flow from this.**

**Appreciative inquiry can be applied to: leadership, team or fund development; strategic planning; patient safety; mergers, alliances; customer and employee relations: process improvement and much more.**

## About the Training

To fully grasp the power of Appreciative Inquiry you have to experience it. This 4-day training will provide the fundamental elements of Ai in a setting that allows participants to deeply experience the process as well as to explore and integrate the underlying principles and breadth of application.

Participants will engage in their own appreciative process, walking through each of the three phases: continuity, innovation, and transition. You will also experience key learning modules and the basics of Ai Summits which use the well-known 4-D model of planning.

### Key Components:

- Combine theory and practical applications
- Practice working with the process tools:
  - ★ powerful, positive questions
  - ★ transformative topics
  - ★ storytelling
  - ★ debriefing data collected
  - ★ positive core mapping
  - ★ collective dream making
- Explore how the whole system creates together around shared meaning and values
- Experience the power of provocative statements and possibilities
- Transform dreams into specific design principles for an organization's future
- Explore the value of stories in systemic health and energy
- Apply these concepts to your own workplaces and life

In ongoing surveys of past participants in our workshops, the Ai Foundational training has enjoyed close to **90% application rate in real-world initiatives!** The reason is that Ai is a compelling, whole system approach to change, which provides a welcome and effective alternative to more conventional ways of addressing challenges and opportunities.

"The training was truly amazing! I have already successfully integrated Ai into a client setting and just love the excitement Ai creates, and how it can have a life-changing impact on people and teams. Thanks Colette and Sallie. You both have a wealth of knowledge, combined with the right attitude to make a difference in the world."

## About the Facilitators



Sallie Lee is an organizational design consultant, founder of Shared Sun Studio and Principal of Innovation Partners. She has applied and taught Appreciative Inquiry in corporate, government, and social sector settings, using the curriculum she developed for effectively and quickly enabling participants to use Ai with their own organizations and clients.

She first trained with David Cooperrider, Ai's originator, in Case Western Reserve University's year-long Global Excellence in Management (GEM) program, gaining certification in Global Change and Social Innovation.

Sallie has trained more than 700 people around the world in Ai, including workshops at the Findhorn Community in Scotland, for McKinsey, Inc. in New York, and varied trainings in Australia, New Zealand, and Spain. Recent projects include using Ai to define the societal purpose of Australia's most successful bank, ANZ Bank, [Melbourne, Australia]; defining and integrating values at Nortel Networks [Toronto, Canada] and Wegmans Foods [Rochester, NY]; doing rapid, high participation planning processes for international development organizations, Pact [Washington, DC] and Lutheran World Relief [Baltimore, MD], facilitating a 500-person Ai summit to build civil society participation, Encuentro por Nicaragua [Managua, Nicaragua].

Colette Herrick, Managing Principal of Insight Shift, has over 30 years experience in diverse clinical, corporate, and consulting positions. Informed by her first-hand experience leading teams in complex environments, she understands the premium value of innovative, collaborative workplaces. She offers a rich perspective and essential tools for successfully navigating the future.



Recent projects with appreciative inquiry include facilitating: whole-system strategic planning, Huntsman Cancer Institute (Salt Lake City, UT); strengthening

collaborative leadership with 300 physician leaders at the American Medical Association's annual Presidents' Forum (Washington, D.C.); developing a powerful nursing alliance, University of Utah Hospital and the College of Nursing, (Salt Lake City, UT); developing a shared vision and strategic initiatives, Microsoft Latam and two vendor partners (Dominican Republic);

Colette has authored more than a dozen articles published in professional journals. She holds degrees in nursing and communication, is a certified Integral Coach, certified Somatic Coach, certified in the Leadership Circle Assessment Tools and is adjunct faculty at the University of Utah.