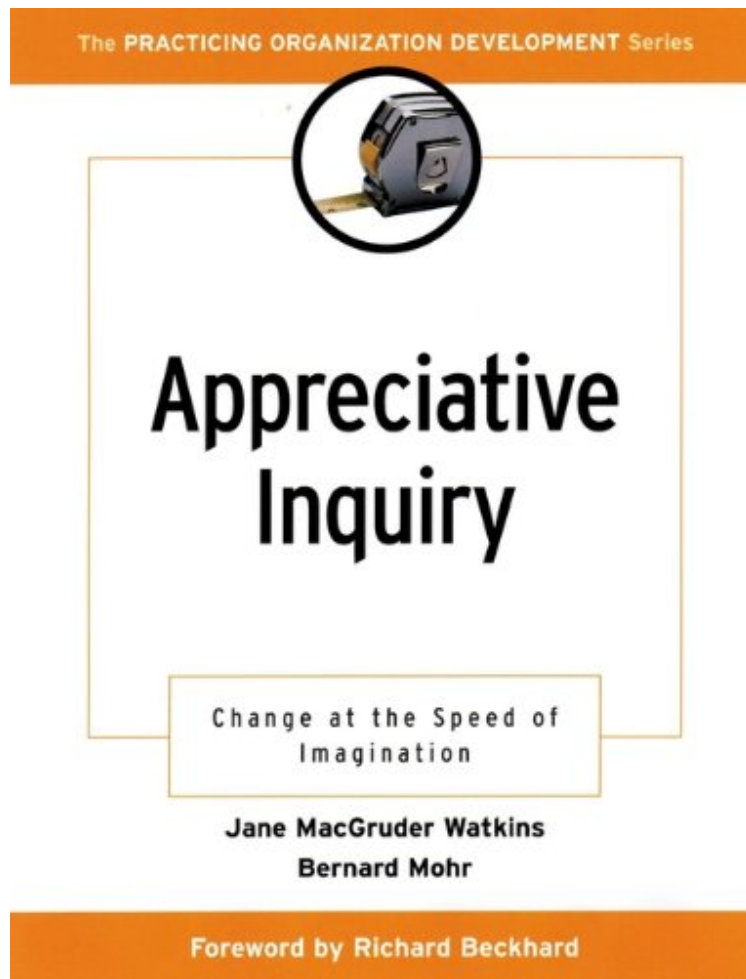


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Appreciative Inquiry: Change at the Speed of Imagination (J-B O-D (Organizational Development))

Jane Magruder Watkins, Bernard J. Mohr
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Jane Magruder Watkins, Bernard J. Mohr : Appreciative Inquiry: Change at the Speed of Imagination (J-B O-D (Organizational Development)) before purchasing it in order to gage whether or not it would be worth my time, and all praised Appreciative Inquiry: Change at the Speed of Imagination (J-B O-D (Organizational Development)):

16 of 16 people found the following review helpful. Appreciative Inquiry an Orientation Toward Life and WorkBy Jacqueline ShermanAppreciative Inquiry is a way of seeing and being in the world. ... Appreciative Inquiry applied, whether as a planning process or an evaluative process, becomes empowering and life-affirming in any human system. (page 191) The key to sustaining the momentum is to build an "appreciative eye" into all the organization's systems, procedures, and ways of working. (page 152) AI is not simply a tool ... it is a total way of being/working.As an organization consultant I am interested in three things when learning about and considering adopting an approach or

methodology: what are its theoretical basis, fundamental assumptions and beliefs, basic process, and application to different types of organizational situations. Watkins and Mohr have written a book that offers all three. The opening two chapters ground Appreciative Inquiry in the history of the OD theory and method and clearly explain the core principles and generic processes of AI. The subsequent chapters each focus on one of the five generic processes plus evaluation. Each chapter explains one process in detail, illustrating it with two case examples. The combination of grounded theory and practice facilitates understanding, imagining, and applying. The examples are drawn from different consultants, types of organizations, and focuses of interventions, all of which support a rich understanding of the potential of this approach. My one wish is that chapter 8, "Finding Innovative Ways to Create the Preferred Future" be expanded. I wanted to read more about an appreciative approach to the Destiny Phase, the most complex part of any change process. Watkins and Mohr are generous with their knowledge and experience, offering the experienced practitioner enough to begin working from an AI perspective. This book plus the more academic, *Appreciative Inquiry: Rethinking Human Organization Toward a Positive Theory of Change*, edited by David L. Cooperrider, Jr. Sorensen Peter F., Diana Whitney, and Therese F. Yaeger, are an excellent package for understanding Appreciative Inquiry: how it developed, its current practice, and directions for future development. 9 of 9 people found the following review helpful. A Concrete Guide to an Abstract Concept By Sharon L Brownfield As the first book in a series describing lead-edge concepts and approaches to change for human resource practitioners, it has set the standard. This book provides a much needed guide to understanding the theory as well as the practice of Appreciative Inquiry (AI). The authors are both seasoned practitioners who teach and actively use the approach in their consulting work. They present several frameworks and walk through each step of a typical engagement giving samples of meeting agendas, conversation scripts, and questionnaire designs. While there is no one standard approach to using AI, the authors have shared the core principles that enable the competent professional to modify and adapt the approach to fit his/her circumstance. They, also, include numerous case studies with contact names and details of those conducting the work to enable follow-up by those interested. The one weakness I found was the discussion of chaos theory and its link to AI. Having done some reading on the subject, I found the treatment of the topic a little brief and the connection with AI unclear. In addition, I really wanted the references grouped by topic, i.e. social constructionism so that I could pursue the various topics more in-depth. Yet, despite these two minor points, I feel they have made a major contribution in meeting the "challenge of making this thinking accessible to many without either trivializing it or overcomplicating it." 5 of 5 people found the following review helpful. Combining theory and practice with great art By Robert Legris, Ph.D. With a growing literature that deals with Appreciative Inquiry (AI), a truly revolutionary way of moving our organization, in their book Magruder Watkins and Mohr have accomplished more to help organization development consultants and managers to understand the potential of AI than any other book currently in print. *Appreciative Inquiry: Change at the Speed of Imagination* covers the subject by aligning both the theoretical concepts to practical applications. It is very well written and presented with a great flow. To the novice to AI it gives all the key elements to get started, for the more seasoned consultant and manager in the field of AI, it gives new ideas and opens up possibilities for further exploration. It is not be the only book on Appreciative Inquiry but it is at the very top of my reading list on this dynamic subject. When I recommend readings to students of AI, *Appreciative Inquiry: Change at the speed of imagination*, is the only book they need to read. Congratulations to Jane Magruder Watkins and Bernard Mohr, they have produced the best book on AI that is available today.

Appreciative Inquiry--a book in The Practicing Organization Development Series--is for leaders and organizational consultants who are ready to abandon the familiar tyranny of complex change programs. Recognizing that human systems are constructions of the human imagination and therefore capable of change at the speed of imagination, the Appreciative Inquiry (AI) process frees organizations from the restrictive orthodoxy of "deficit based change" and allows them the freedom to mobilize strategic change and focus on the visible and tacit strengths of an organization. AI is capable of engaging whole systems at amazing scales--easily engaging hundreds or sometimes thousands of people, often in a matter of weeks or days, to leverage the positive core of the organization. Tap into the rich and inspiring "high point" accounts of personal or collective capacity and link this "positive core" to any change agenda. Once you have determined what is really working, transformations never thought possible are rapidly and democratically mobilized. "This is a book about the future of organization development. It is a practical guide to appreciative inquiry for organization leaders and organization development professionals and it is a comprehensive explanation at the speed of imagination." --Peter Sorensen, professor and director of the Ph.D. program in organization development and master of science program in management and organization behavior, Benedictine University