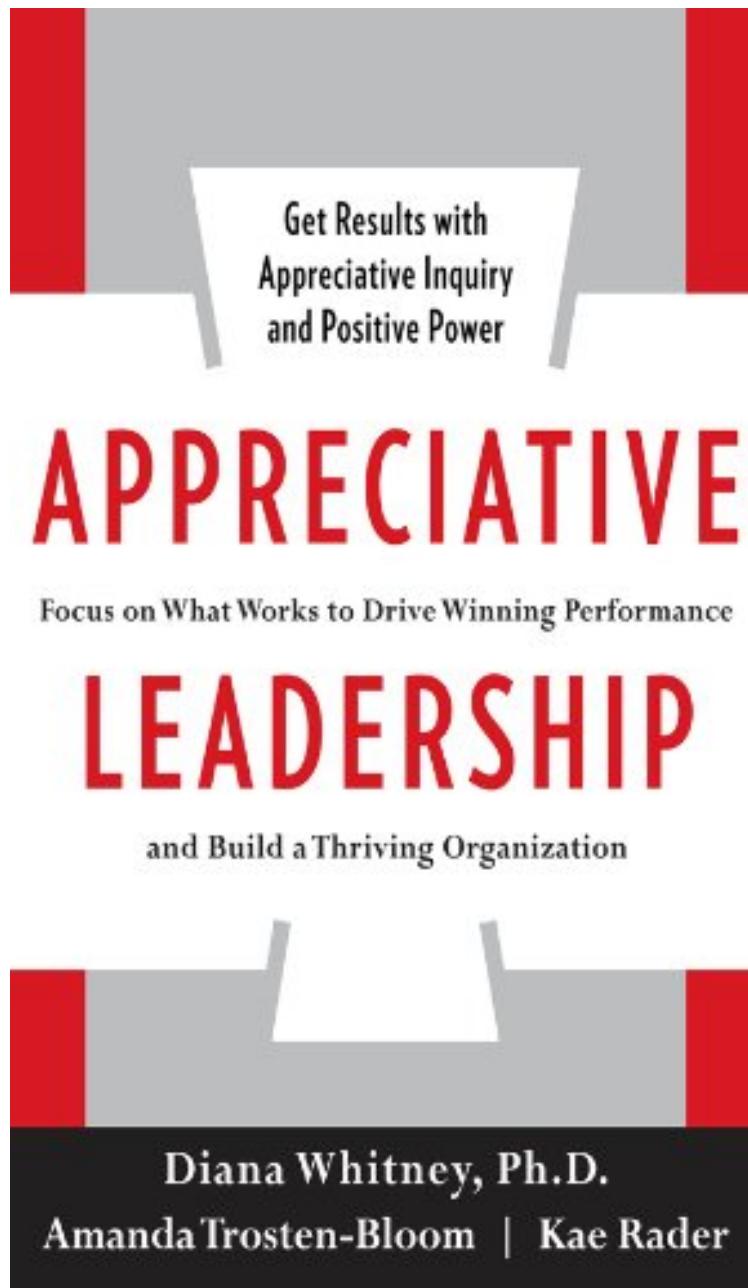


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# Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization

*Diana Whitney, Amanda Trosten-Bloom, Kae Rader*  
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before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization*:

4 of 4 people found the following review helpful. Leadership that worksBy otte, j.w. With this new book Diana Whitney, Amanda Trosten-Bloom and Kae Rader have found the way to my heart and I am sure to many of you readers as well. Working with *Appreciative Inquiry* gives so much energy and the feeling that we're creating a better world, that with now the talk story of these three great storytellers, we have the opportunity to make the next step. As an organization development consultant I am constantly looking for better ways to help my customers. And with *Appreciative Leadership* I found a way that works. The examples of how things work for many through the book are a great inspiration. With the 5 I's (Inquiry, Illumination, Inclusion, Inspiration and Integrity) we now have guidelines to work with. Not only for leaders, but also leaders to be and consultants, this book is an absolute must read for those who work in an ever changing environment. By appreciating the strengths in ourself and others we can help people grow to become the person they need to be and were born to be. Connecting with others to grow is what creates the leaders of today and tomorrow. Jose OtteMizu, leadership development Netherlands4 of 5 people found the following review helpful. Leadership for engagementBy Jim Francek *Appreciative Leadership*. This book will prove to be one of the most seminal works on leadership ever produced since it speaks to the soul of leadership. You have clearly staked out the high ground with this effort. As one who has worked in the area of leadership development for decades, this is the work that I will use in all my leadership development efforts going forward. Most of the leadership writings in the past cannot hold a candle to what you have produced. In very clear language and understandable stories you engage the reader in the possibility of being an exceptional thru a path of inquiry, stories and affirmation of their people. I really love how you have turned the fish bone diagram on its head to become an analysis of success. Brilliant! Our world needs the leaders you talk about! Thank you for all the work, passion and love for a better world that ekes from your concepts and words. Jim Francek Current President: TAVA Full Circle, LLC Past Senior Faculty for the Center for Creative Leadership *Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization* 1 of 1 people found the following review helpful. Very helpfulBy theOCjeremy This book is great for people at any level within management or just working with teams. Great examples and well-written for any experience level.

Advance Praise for *Appreciative Leadership*: "A must-read for leaders at all levels who believe that both common sense and business sense require engaging and encouraging rather than mandating or manipulating. It may become my most-recommended book." -- Frank Rogers-Witte, Ph.D., Director, Executive Staff Effectiveness, Hewlett-Packard IPG "Building on a simple but powerful idea, *Appreciative Leadership* offers an approach to organizational transformation applicable to institutions as varied as businesses, universities, church bodies, and health systems. Packed with dozens of stories and suggestions, it offers key insights translated into replicable strategies for action." -- Jane McAuliffe, Ph.D., President, Bryn Mawr College "The positive basis of power is illuminated brilliantly in this courageous leadership book. *Appreciative Leadership* touches the heart of leadership--the kind people most deeply desire--in a way that will change lives, businesses, and every relationship you wish to build." -- David L. Cooperrider, Ph.D., Professor of Social Entrepreneurship, Case Western Reserve University "Leadership driven by principles and integrity is more important today than ever. *Appreciative Leadership* shows how to blend principles of collaboration, quality, and service for both long-term achievement and practical daily impact. It provides a model of success for a new generation of leaders." -- R. Edward Howell, Vice President and Chief Executive Officer, University of Virginia Medical Center The Positive Approach to Leadership That Brings Out the Best in Everyone *Appreciative Inquiry* has become one of the most popular new management tools in business today. Its premise is simple yet profound: Instead of focusing on what's wrong in the workplace, learn about and build upon what works. Dr. Diana Whitney--a leader in the field of *Appreciative Inquiry*--and colleagues Amanda Trosten-Bloom and Kae Rader bring the next generation of these ideas forward, with practical and proven tools for leadership. A refreshingly different approach to managing organizations, *Appreciative Leadership* turns conventional management thinking on its head, demonstrating how to get results with "positive power." All you need are the five "I's" . . . INQUIRY: Leading with positively powerful questions. ILLUMINATION: Bringing out the best in people and situations. INCLUSION: Engaging with others to cocreate the future. INSPIRATION: Awakenning the creative spirit. INTEGRITY: Making choices for the good of the whole. This revolutionary approach brings people together, drives companies forward--and takes your leadership skills to a whole new level. *Appreciative Leadership* shows you how to fully engage your team through positive inquiry and open dialogue--so that everyone feels included and valued, inspired and motivated . . . and ready to work together to win. In this user-friendly guide, you'll discover exciting new techniques to open up discussions, exchange ideas, agree on a plan, and follow up on your goals. You'll learn simple tips on how to keep your team on track with a can-do attitude. And you'll find satisfying new ways to be engaged, passionate, and present. This book isn't a quick-fix solution to your management problems. It's a full-time, lifelong commitment to your values, your vision, and your connection to others. This is how the best leaders in the world bring out the best in people, their organizations, and

themselves. This is Appreciative Leadership.

About the Author About the Authors Diana Whitney Ph.D. is the President of Corporation for Positive Change, an international consulting firm specializing in the application of Appreciative Inquiry ndash; the revolutionary process she helped develop and spread ndash; to resolve the most pressing challenges of our time. In fields ranging from healthcare to education; from peace-building to business; from community development to government, Diana coaches executives and their teams in support of organization culture transformation, and strategic development. With over thirty years of experience, her clients include Merck, British Airways, Verizon, JJ, Calgary Health Region, University of Virginia Health System, Idaho Department of Education, and Sisters of Good Shepherd. Diana is a Founder of the Taos Institute, a center for dialogue among family therapists, educators and organization consultants. She is a Fellow of the World Business Academy. She is a Distinguished Consulting Faculty at Saybrook Graduate School and Research Center where she teaches and advises PhD students. She is an expert faculty for the NCR Picker Patient Centered Care Institute. Diana was also the President of the Philadelphia Chapter of SHRM. Dr. Whitney received her Ph.D. from Temple University (1980) in the field of Organizational Communication. Her early research into the dissemination of educational innovations funded by the National Institute of Education created an agenda for the ongoing development of educational RD laboratories throughout the United States. Amanda Trosten-Bloom is Managing Director for Corporation for Positive Change ndash; the premier consulting firm using Appreciative Inquiry for transformation and innovation in business, government and nonprofits around the world. One of the first consultants to use Appreciative Inquiry for whole system change in a business setting, Amanda is also an internationally recognized Appreciative Inquiry trainer, author and speaker. Her work focuses primarily on strength-based change in the areas of culture transformation, strategic planning, mergers and acquisitions, leadership development, and business process improvement. Kae Rader MPA is an associate with the Corporation for Positive Change (CPC), Kae is one of a select few from around the world licensed to facilitate CPC's Appreciative Leadership Development Program. She has more than 30 years of management and leadership and service in the nonprofit sector, Kae Rader is a dynamic facilitator and results-oriented consultant who specialize in positive, practical approaches to organizational effectiveness. Clients in her consulting practice include: U.S. Anti-Doping Agency, Idaho State Board of Education and USA Diving. She speaks on the fundamentals of Appreciative Inquiry and its value to enhancing organizational effectiveness.