

[add group/team logo or name]





# Appreciative Inquiry



Program Development Day

[insert date]

[insert time]

[insert location]

Dear  
Colleagues



## PERSONAL INTRO EXAMPLE:

Thank you for the motivation and courage you display by doing excellent creative work that demonstrates servant leadership and a generous spirit.

We are grateful for the opportunity to partner with you in this appreciative inquiry process in an effort to develop a unique program that helps even more people work hard, do good, and have fun.

Throughout today's session, you will notice that our approach to development and change may be different from other individuals and firms you might have worked with in the past.

Our backgrounds bring together knowledge and skills from positive psychology, experiential education, professional coaching, discipleship ministry, and servant leadership. As such, we will endeavor to bring all of our experiences, knowledge and skill to serve you from the role of professional leadership coaches.

This means that we will be partnering with you in a way that increases awareness, empowers discovery of new options, and leads toward creative, resonant choices for everyone as we move forward

We are excited about the fun and learning we will experience and have been praying over our time together and for each of you individually. Thank you for allowing us to be a part of your day!

Megan & Levi

# About Us

**Megan N Gilmore**

**MA, ACC, BCC, CPCC, LSCC**

Executive Director and President of the Board at Lark's Song Inc.

I have been coaching since 2007 and have enjoyed contributing to the scholarship and practice of education, positive psychology, and leadership through that time as well.

I hold a bachelors degree in psychology and leadership and a masters degree in addictions counseling from Indiana Wesleyan University. I then earned both national and international post-graduate certifications in professional coaching. At some point along the way, I also became a licensed addictions counselor and commissioned minister of discipleship.

I run an incredible organization - Lark's Song - an educational non-profit focused on increasing well-being in the world through training in life purpose discovery, leadership development, and coaching.

I have been married for 10 years to my man, Evan. We have two children - Elliot and Isabella. I enjoy travel, hiking, reading, drinking tea, natural wellness practices, and spending as much time outside as possible.

# DEFINE

Feel free to take some notes as [insert team leader's name] shares our objectives for today.

Now that you know  
what's up,  
let's keep going.

At its heart, AI is about the search for the best in people, their organizations, and the strengths-filled, opportunity-rich world around them. AI is not so much a shift in the methods and models of organizational change, but AI is a fundamental shift in the overall perspective taken throughout the entire change process to ‘see’ the wholeness of the human system and to “inquire” into that system’s strengths, possibilities, and successes.



**DAVID COOPERRIDER**



# DISCOVER

## ASSUMPTIONS

**01** People are creative, resourceful, whole, and relational.

**02** People are uniquely valuable.

**03** Every person is equally worthy of being championed toward a fulfilled and flourishing life.

**04** People are capable of solving complex problems.

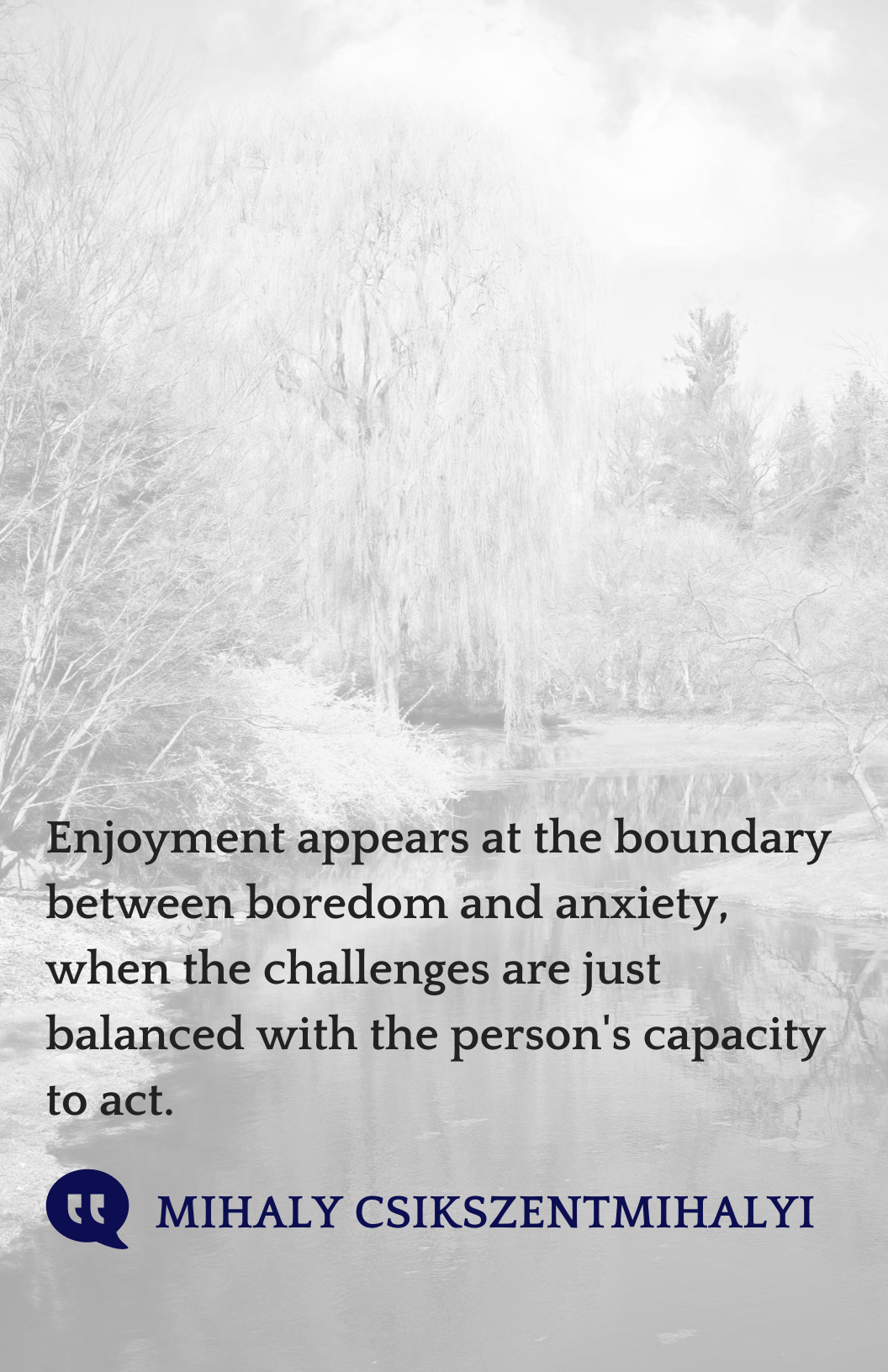
**05** Unity is not the sharing of the same perspective or values, but intentionally constructing diverse perspectives under a shared vision.

## DEFINITIONS



### **Appreciative Inquiry**

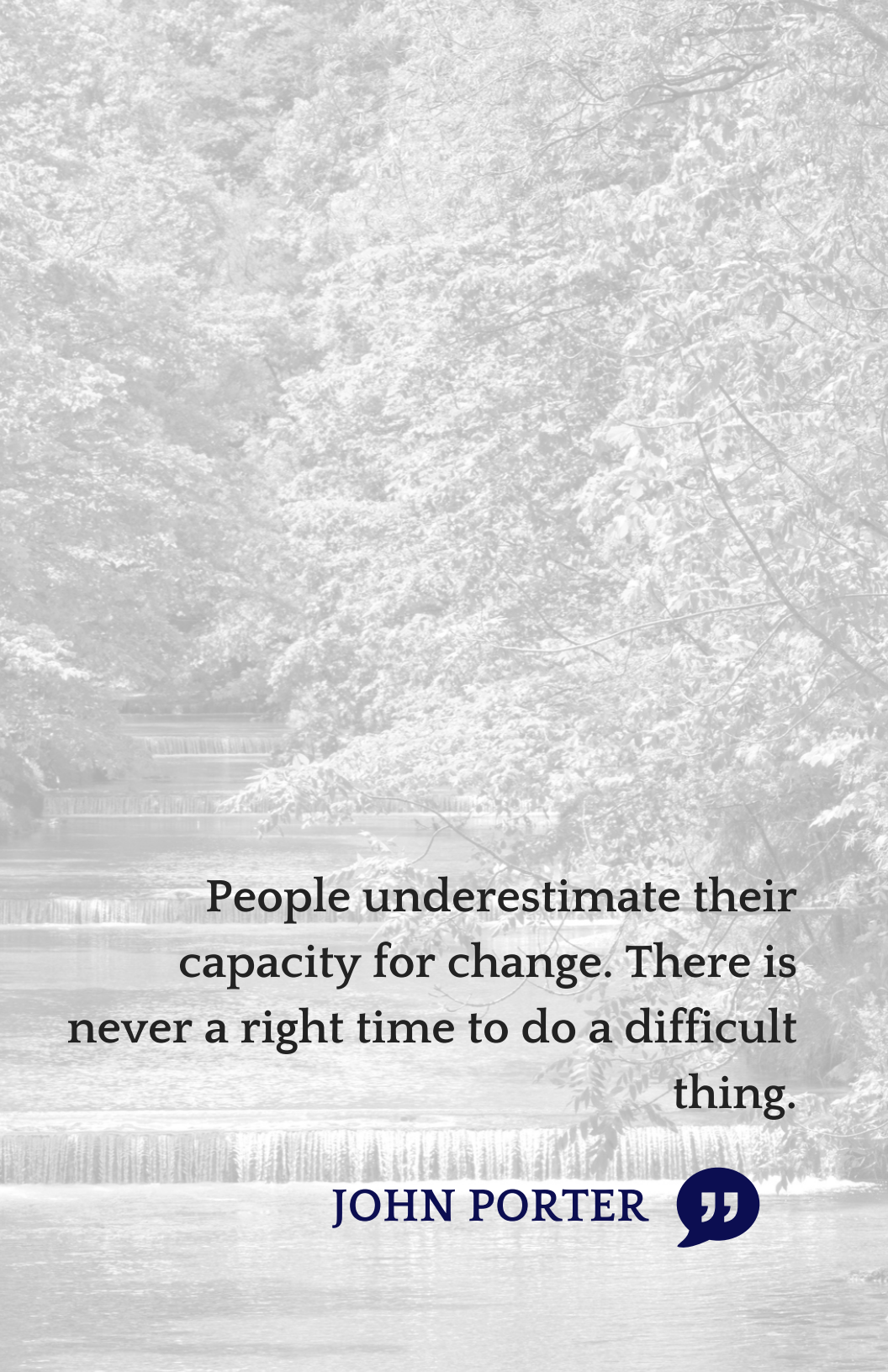
Appreciative Inquiry (AI) is a change management approach that focuses on identifying what is working well, analyzing why it is working well and then doing more of it. It is a model that seeks to engage stakeholders in self-determined change



Enjoyment appears at the boundary  
between boredom and anxiety,  
when the challenges are just  
balanced with the person's capacity  
to act.



**MIHALY CSIKSZENTMIHALYI**



People underestimate their  
capacity for change. There is  
never a right time to do a difficult  
thing.

**JOHN PORTER**



# DESIGN ALLIANCE

## 01 Confidentiality

The commitment to honor each other's stories as sacred and only share the stories that belong to us.

## 02 Rapid Resilience

The commitment to try new things and bounce back if they do not work. To be okay with failing as much as succeeding, understanding that the goal is to learn.

## 03 All In

The commitment to be fully present and fully participate - by playing hard and getting messy.

## 04 Reciprocal Hospitality

The commitment to support each other's journey by giving and receiving hospitality and creating a safe and welcoming space wherever we are.

## 05 Community Agreements

As determined by the group.

# DREAM

Let's take a look at our people.

[insert names of  
team members in  
"Group A"]



[insert names of  
team members  
in "Group B"]

# IMAGINE

Using the information from the directory, create a storyline for a man and woman who discover, choose, experience, and are impacted by this new [insert appreciative inquiry objective] provided by [insert team name].

Once you are finished, your group will have 10 minutes to share your program as a play, drawing, or other creative presentation that details the experience.

Materials have been provided for you, but should you need anything else, please ask.

As you create, below are guiding questions to consider surrounding the personal investment required for your simulated participants:

- How long does it last?
- How much does it cost?
- What does the budget look like?
- Where does your service go?
- How many participants are included?
- What do the participants need to provide?
- What will be provided for them?
- What will be required of them? (level of physical fitness)
- What will the participants receive emotionally, psychologically, physically, and/or spiritually?
- How do you want them to feel before, during, and after?
- What are the participants' main takeaways?
- What is required of them post-experience?



# Notes and Questions

The good life consists in deriving happiness by using your signature strengths every day in the main realms of living. The meaningful life adds one more component: using these same strengths to forward knowledge, power or goodness.

MARTIN SELIGMAN 



# DESIGN

## TRANSLATE

Possibility

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Commitment

**IMPROVISE**

The best leaders are clear. They continually light the way, and in the process, let each person know that what they do makes a difference. The best test as a leader is: Do those served grow as persons; do they become healthier, wiser freer, more autonomous, more likely themselves to become leaders?



**ROBERT GREENLEAF**

**DELIVER**





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