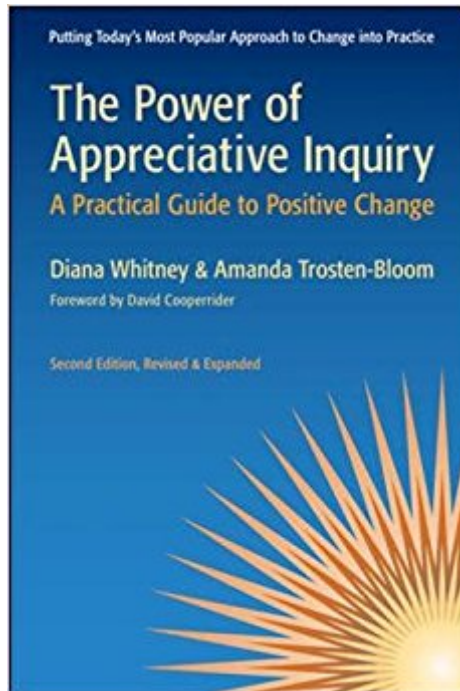




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# The Power Of Appreciative Inquiry: A Practical Guide To Positive Change



## Synopsis

**NEW EDITION, REVISED AND UPDATED**The Power of Appreciative Inquiry describes a wildly popular approach to organizational change that dramatically improves performance by encouraging people to study, discuss, learn from, and build on what's working, rather than simply trying to fix what's not. Whitney and Trosten-Bloom use examples from many different types of organizations to illustrate Appreciative Inquiry (AI) in action. A how-to book but not a manual, The Power of Appreciative Inquiry describes the newest ideas and practices in the field of Appreciative Inquiry since its inception in 1985. In updating the second edition, the authors conducted an appreciative inquiry with first edition readers, focusing especially on users in markets and universities. At the urging of these readers, the authors have included a new chapter on the community applications of Appreciative Inquiry, as well as a host of new examples and other enhancements.

## Book Information

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## Customer Reviews

“Results from Appreciative Inquiry at Green Mountain Coffee vastly exceeded my expectations. This marvelous book explains the process of AI and shares the excitement. It describes a process that truly will make the world a much better place.”  
—Bob Stiller, founder and chair, Green Mountain Coffee Roasters

Diana Whitney, Ph.D. is the president and founder, along with David Cooperrider, of the Corporation for Positive Change—an international center for Appreciative Inquiry education and

consultation. Her clients have included British Airways, Cap Gemini Ernst and Young, the Department of Labor, Hunter-Douglas Window Fashions, GE Capital, GlaxoSmithKline, GTE (now Verizon), Johnson & Johnson, NY Power Authority, PECO, and Sandia National Labs. Amanda Trosten-Bloom is Director of Consulting Services for Corporation for Positive Change. She is a member of the Global Council for Appreciative Inquiry Consulting. Her clients have included Accenture, Front Range Community College, Hunter-Douglas Window Fashions, the Iliff School of Theology, McDATA Corporation, Providian Financial Services, SmithKline Beecham Clinical Laboratories, and the University of California at Berkeley.

I recently read this book in connection with a project, a year long initiative that has been started by my church. At the principles center is the belief that strengthening and encouraging our positive core is the way to constructive change. Traditionally, change methodology was all about fixing up your weaknesses and looking at problems revolving around "the squeaking wheel". The AI approach looks at it from a different perspective and ask what was it about the toy that now squeaks that you loved in the first place (metaphorically speaking). And how do you recreate that excitement and joy that you had when that toy was new. In rediscovering that desired state, you are encouraged to dream and design a vision and plan that takes you back to that time that feeling and appreciate it. The book lays out many examples of the AI process and how it has been used in a myriad of different industries and settings. It is very well written and rich with the details involved in the process. If you're looking for a well written overview of the AI process, this is the book for you. The authors write clearly and understandably about a process that at it's core is all about discovering our best selves and reconnecting that best self to our circumstances - today. It was my first Kindle purchase and I like the idea of having this AI primer with me at all times and readily available.

This book talks about the power of asking questions and paraphrasing answers to clarify situations and gain information from others about any situation. I love the tools this book has taught me. The skills one will learn from reading this book and putting the knowledge into action is invaluable. I highly recommend the skills taught in this book. Great read, great ideas, and excellent outcome in life if the ideas are implemented. It takes practice but one can collect information from anyone willing to have a conversation. I feel like I have the power and skills of an investigator by using the principals taught in this guide. Truly amazing stuff!

Everyone should read this book.

This handy guide will help readers come away with an understanding of AI, the steps involved in applying AI to a variety of situations, and the inspiration to trust themselves and others as they work toward positive change. The book gently guides us in realizing that there can never be one, concrete AI formula with a guaranteed outcome; the very nature of AI requires bending, flowing, adapting and responding according to the energy that is generated by the people involved in the process. Hence, this book goes beyond your traditional OD approach and brings fresh perspective to the infinite possibilities of a better future. This book is a must-read for anyone interested in organizations and leadership.

A valuable facilitation tool to use strengths in building positive outcomes, instead of the usual approach of identifying weakness and designing plans to correct such.

After reading The Power of Appreciative Inquiry I realized its incredible potential in implementing positive change. I'm hooked. I plan to use what I've learned. The authors do an exceptional job of explaining the principles in an understandable way and then using concrete examples from case studies to demonstrate the effectiveness of those principles. I highly recommend the book to anyone interested in seeing real, positive change implemented in their organization, group, or family.

Good book. I think there are too many examples of companies that did each area.

Excellent and useful book.

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