Twitter ID	Tweet
Center_for_AI	Join us for #AIChat today @ 4pmPT. Today's topic: "Defining the Affirmative Topic". All are welcome to participate #appreciativeinquiry
Melissa_Robaina	All r welcome 2 join me today @ 4pmPT as I host another #aichat. Today's topic: Defining the Affirmative Topic. #appreciativeinquiry
Melissa_Robaina	Hello & welcome. Today we will discuss questions re: the Affirmative Topic. Please take a moment & introduce yourself :) #AIChat
Center_for_AI	For over 20yrs we have helped individuals, groups, & orgs focus on their strengths & evolve into a true "center of excellence" #AIChat
ExpertCompany	Passionate about our work and making a difference in the world. Infuse AI into all of our workshops and consulting work #LasVegas #AIChat
Melissa_Robaina	Q1: What is an Affirmative Topic? Is a Positive Topic the same as the affirmative topic? #AIChat
Center_for_AI	A1: The affirmative topic shapes the inquiry & is typically of strategic importance to the org, team, or individual. #AIChat
ExpertCompany	RT @Kathy_Becker_: Love working and living in #lasvegas. Find inspiration helping others discover AI facilitators and trainers #AIChat
kirankandade	Kiran Kandade, Singapore and an OD Consultant. AI is the basis of all our engagements - consulting, workshops, generative journalism #AIChat
Center_for_AI	A1: Affirmative topics, in its initial stages, are bold hunches about what gives life to an organization #AIChat
ExpertCompany	Selecting the affirmative topic choice is the first step in an Appreciative Inquiry intervention #aichat
Melissa_Robaina	Welcome to our discussion @kirankandade. So glad you can join us today! #AIChat
ExpertCompany	They are often used interchangeably. I use the Generative Topic as well #aichat
Kathy_Becker_	Selection of the topic becomes the focus of the #appreciativeinquiry intervention #AIChat
kirankandade	Is there a way to save this entire conversation? #aichat
kirankandade	I've only ever used the phrase "affirmative topic" and called it the core of the organization. Never "positive topic". #aichat
Kathy_Becker_	A1Affirmative topics in the initial stages are bold hunches about what the ideal future is. What gives life to this organization? #AIChat
Melissa_Robaina	Ya! @kirankandade Our chat archives can be found at websitehttp://centerforappreciativeinquiry.net/resources/aichat/aichat-archive/ #AIChat
Melissa_Robaina	Q2: How important is the affirmative topic? #AIChat
kirankandade	When we say "bold hunches", do those hunches come from the AI facilitator or the organization internally itself? #aichat
Kathy_Becker_	RT @Dept_Chair_Inst: AI -choosing the affirmative topic(s) is the first D (Definition) of a 5-D Appreciative Inquiry. #AIChat
Kathy_Becker_	RT @Dept_Chair_Inst: A-1Affirmative Topic(s) is where the energy of the stakeholders is centered. #AIChat
kirankandade	the affirmative topic is so critical it defines the success of the AI #aichat
Center_for_AI	A2: The affirmative topic is vital to the process for it provides the framework for subsequent interviews & data collection #AIChat
ExpertCompany	@kirankandade From the members of the organization. Typically a core group will plan the focus of the inquiry. #aichat

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Melissa_Robaina	RT @kirankandade: When we say "bold hunches", do those hunches come from the AI facilitator or the organization internally itself? #aichat
ExpertCompany	A2 Human systems typically grow in the directions in which they inquire #anticipatoryprinciple #aichat
Kathy_Becker_	Very important-for the seeds of change are implicit in the first questions asked #simultaneityprinciple #AIChat
ExpertCompany	RT @kirankandade: the affirmative topic is so critical it defines the success of the AI #aichat
kirankandade	the affirmative topic is also important because it engages the hearts of the stakeholders. It should be meaningful to them #aichat
Center_for_AI	It would come from members of the org. As facilitators its important to facilitate discussions - let the org own what emerges #AIChat
Center_for_AI	A2: We move in the direction of the ?s asked. The more positive the affirmative topic, the more hopeful & positive the response #AIChat
ExpertCompany	A2 the topic is what the stakeholders want #aichat
Melissa_Robaina	Q3: Who selects the affirmative topic? Are there any limitations to Affirmative Topics? #AIChat
kirankandade	so can we talk a bit about facilitating that discussion? to let a "hunch" emerge from the organization? #aichat
Kathy_Becker_	AI facilitation. Is much different than traditional group facilitation #AIChat
kirankandade	in theory it is correct and makes total sense. In practice, people are often not accustomed to positive questions and topics #aichat
Dept_Chair_Inst	A3-in a smaller Inquiry (fewer stakeholders) the size of the Core Team may include only several stakeholders.#aichat
Center_for_AI	@kirankandade what are you currently doing to help groups' affirmative topic emerge? #AIChat
kirankandade	therefore the art - or science - of crafting the topic, of facilitating the emergence of that bold hunch, is worthy of a discussion #aichat
Center_for_AI	A3: Members of the core team (consisting of members of key stakeholder groups) define the focus of the inquiry #AIChat
Kathy_Becker_	@kirankandade sometimes we work with teams to help them understand how to move from problem to possibility #AIChat
kirankandade	i facilitate a discussion. Catalyzed by some positive questions. sometimes encourage 1-on-1 interviews and discuss the stories #aichat
ExpertCompany	@kirankandade #appreciativeinquiry is an art to allow the discussion to flow, energy to emerge and creativity to bloom #aichat
ExpertCompany	A3: There are no limitations; you can design an affirmative topic to meet any change agenda http://t.co/cGc0FCfpCW #aichat
kirankandade	the challenge is that people who are not accustomed to these discussions need more help with staying in the positive #aichat
Center_for_AI	@kirankandade when you say "crafting" are you referring to the words used in designing (or crafting) the affirmative topic? #AIChat
Melissa_Robaina	Q4: Which topics will be study? How do you decide what the affirmative topic is? #AIChat
kirankandade	yes, i mean the words to craft the topic. it seems to me that those words, the semantics, are critical #aichat
Center_for_AI	we also use paired interviews & the generic interview guide to kick-start our topic about the Affirmative Topic #AIChat
Kathy_Becker_	The topic(s) chosen must be unconditionally positive. People must want to go in that direction #AIChat
Center_for_AI	A4: Discover the affirmative topic by conducting a mini-inquiry session w/ the core team using the generic interview guide #AIChat
ExpertCompany	A4 affirmative topic choices invite people to select topics they want to see grow & flourish w/in their org #aichat

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kirankandade	@Center_for_AI glad to hear that. the appreciative interview never fails to bring people gently into the positive framework #aichat
ExpertCompany	The words we use are fateful. #aichat
Center_for_AI	A gr8 resource is the book "Encyclopedia of Positive Questions" by Diana Whitney &; David Cooperrider. Has anyone read it? #AIChat
kirankandade	I wish i could use this tweetchat thing, other unrelated tweets keep entering this conversation.. can't figure it out #aichat
ExpertCompany	@Center_for_AI The generic interview guide allows the convo to flow in the positive direction #aichat
kirankandade	I read it ALL the time. It is my bible. I even fall asleep reading that book :-) #aichat
ExpertCompany	@kirankandade AI chat also takes practice. You will be a master in no time. #aichat
kirankandade	the AI handbook by Cooperrider, whitney and stavros is another great resource when stumped with a "how to" question #aichat
ExpertCompany	@Center_for_AI Terrific book! #aichat
Melissa_Robaina	Q5: What are some questions you use to discover the affirmative topic? #AIChat
Dept_Chair_Inst	A5- What do you value about the organization?#AiChat
Center_for_AI	A5: What factors give life to this organization when it is & has been most alive, successful & effective? #AIChat
ExpertCompany	A5 Tell me a story about the best times you've had w/ your org. What made it an exciting experience? Who was involved? #aichat
Center_for_AI	A5: What possibility, expressed or latent, provide opportunities for more vital, successful & effective forms of organization? #AIChat
Dept_Chair_Inst	A5- when you are feeling best about your work, what about the task itself do you value?#aichat
Kathy_Becker_	A5 what r core factors that give life to your org? Without which the org would cease to exist? #AIChat
Center_for_AI	A5: What do you experience as the core values of your org? Give examples of how you experience those values. #AIChat
ExpertCompany	RT@Kathy_Becker_: A5 what is the single most important thing that your org has contributed to your life? To the world? #AIChat
ExpertCompany	A5 What three wishes would you make to heighten the vitality & health of this organization? #aichat
Melissa_Robaina	Q6: Is the affirmative topic just the positive opposite of a problem experienced by the org? #AIChat
kirankandade	I am working on colloquializing them. People in this part of the world get thrown by "most alive","latent possibility","core values" #aichat
Center_for_AI	A6: It can be, but it can also be areas in which the org wishes to grow & or expand on their current successes #AIChat
Kathy_Becker_	A6 we like to look at that is the beginning and allow the convo to take us deeper #AIChat
ExpertCompany	A6 The affirmative topic may expand on existing positive events #aichat
Center_for_AI	@kirankandade That is very interesting - talk about the power of words; Words really do create worlds #constructionistprinciple #AIChat
ExpertCompany	Language is so important @kirankandade. Understanding the client is so important. Core team is valuable to guide facilitator #aichat

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Melissa_Robaina	Q7: What r some strategies or tools 4 helping groups 2 shape/define the affirmative topic? (Question submitted by @USInterestEd) #AIChat
kirankandade	if an org wishes to discuss specific prb - demotivation, attrition, productivity - shd I ignore that and focus on an unrelated area? #aichat
Center_for_AI	7A: Opportunity to Possibility Tree. An Amazing visual http://t.co/sdiwV2jeiE (helps ppl visualize the positive) #AIChat
Center_for_AI	Don't ignore the problems, try using the problem to opportunity tree exercise http://t.co/sdiwV2jeiE #AIChat
Kathy_Becker_	A7 Discuss & agree on what everyone believes in an important problem, opportunity or success; reframe into a positive topic #AIChat
kirankandade	i mean shd i ignore the prb area (no current success to talk about) and encourage discussion on unrelated success areas? #aichat
ExpertCompany	7A Use the 1st 3 questions of the Generic Guide (paired interviews, share stories, brainstorm themes, discuss & agree on topic) #aichat
kirankandade	what is opportunity tree exercise? very intriguing. #aichat
ExpertCompany	A7 Some facilitators always move into positive and related success area. Must be real #aichat
kirankandade	Just checked out the URL you've provided. Thanks #aichat
ExpertCompany	A7 If problems need to be addressed, an experienced facilitator can help guide through this #aichat
ExpertCompany	A7 @kirkandade depends on the facilitator and the problem #aichat
Center_for_AI	@kirankandade glad u were able to open the exercise - it works so well. Especially w/ groups who are stuck in the negative #AIChat
Melissa_Robaina	Q8: Can you have more than one affirmative topic? How does that work? #AIChat
Kathy_Becker_	Problem to possibility tree has dramatic and immediate results. The shift occurs in the moment #AIChat
Dept_Chair_Inst	A8- you can. Make sure the affirmative topics selected have been affirmed by the energy of the group. #aichat
kirankandade	yes, i just skimmed it. the differences in the 2 trees is amazing. looks like it HAD to have come from 2 diff groups :-) #aichat
ExpertCompany	#appreciativeinquiry has so many possibilities to assist orgs with any number of probs #aichat
Center_for_AI	Even if there aren't current successes, there r past successes. Let's celebrate those & move those 4ward so they happen all the time #AIChat
Center_for_AI	8A: Yes you can have multiple affirmative topics and multiple inquiries, all depends on size & scope of inquiry #AIChat
kirankandade	a client asked me to help with profitability which was at all time low. we started discussing when profitability was high last year #aichat
Center_for_AI	Another good read is Gervase Bushe's "Appreciative Inquiry is not (Just) about the positive" http://t.co/lgiU5oBK4G #AIChat
Center_for_AI	RT @Melissa_Robaina: Q5: What are some questions you use to discover the affirmative topic? #AIChat
Center_for_AI	A5 & A6 refer to Answer to question 5 and answer to question 6 #AIChat
kirankandade	great article @Center_for_AI . I loved that article by gervase bushe too. #aichat
Center_for_AI	RT @Melissa_Robaina: Q6: Is the affirmative topic just the positive opposite of a problem experienced by the org? #AIChat
Melissa_Robaina	Let's close our chat with an exercise: Share an affirmative topic(s) that you, your team, or your org have created? #AIChat

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Center_for_AI	@kirankandade our moderator @Melissa_Robaina is posting the questions. Are you able to see her tweets? #AIChat
ExpertCompany	A9 : Navy - Bold and Enlightened Naval Leaders at Every Level Forging an Empowered Culture of Excellence #aichat
kirankandade	Love Q6. #aichat
Center_for_AI	Closing Exercise: "Engaging communities & planning for positive change" ~ City of Charlotte #AIChat
kirankandade	a true affirmative topic would be in spite of the prb currently being solved or even inclusive of but not defined by #aichat
ExpertCompany	RT @Kathy_Becker_: A9 Building Collaborative Relationships -- a strategic planning with a non-profit #AIChat
Melissa_Robaina	Our next #AIChat will be on 5/2/2013 @4pmPT. Topic: #AppreciativeInquiry in the classroom as a form of engagement #AIChat
kirankandade	is there a URL for this exercise/case study on city of charlotte? #aichat
ExpertCompany	A9 Dynamic educational leaders, transforming lives and our community from a college #aichat
ExpertCompany	Affirmative topic is not in spite of the prb but looking for those best of, high examples of where good happens #aichat
Center_for_AI	Gr8 questions @kirankandad Plz join our "Discovering Appreciative Inquiry" LI group 2 continue the exchange of ideas & best practices #AIChat
Center_for_AI	Our "Discovering Appreciative Inquiry" LI group >> http://t.co/jdq6AvXUGR #AIChat
ExpertCompany	Every org has examples of things that work. We can study students not succeeding or students who succeed. What do we want more of? #aichat
Center_for_AI	Yes, the following case study (City of Charlotte) was written by an individual who participated in our AIFT http://t.co/20EFJLrq3U #AIChat
Center_for_AI	More case studies can b found here http://t.co/y6s9A2Na7U Luv learning how others use AI #AIChat
ExpertCompany	Gr8 convo such amazing women creating a better world! #aichat
ExpertCompany	Archive of this chat will be posted next week. Thank you everyone! #aichat
kirankandade	@Center_for_AI Thanks for sharing that case study on city of charlotte #aichat
Center_for_AI	RT @kirankandade: @Center_for_AI Thanks for sharing that case study on city of charlotte #AIChat
Center_for_AI	TY everyone 4 participating. Always a pleasure! #AIChat
kirankandade	Thanks #aichat

Join us for our next #AIChat on May 2, 2013 @ 4pmPT - Topic: Appreciative Inquiry in the Classroom

What topics or questions would you most like to explore during an #AIChat? Your curiosity and questions help to enhance the dialogue and learning for all those involved in the chat. Kindly send all chat questions to Kathy at Kathy@CompanyofExperts.net. Please be sure to add your Twitter name e.g. @yourtwittername so we can credit you with the questions during the chat.