

Center for Appreciative Inquiry (@Center_for_AI) presents #AIChat

Topic: Laying the Foundation for an Inquiry / **Date:** 12/06/2012 at 4pm PT

Twitter Name	Tweet / Status
Center_for_AI	Excited for our first #AIChat - starting in 10 minutes! Topic: Laying the foundations for an Inquiry
	Hello everyone! Welcome to @Center_for_AI first #AIChat. Please introduce yourself, where you're from & what brought you here today
Melissa_Robaina	#aichat
ExpertCompany	Work with great people. We believe the success of any human endeavor is dependent upon relationships #AIchat
ExpertCompany	In Las Vegas and love to share AI #AIchat
Kathy_Becker_	Current CEO #smallbiz, with #AppreciativeInquiry Trainer #HR #bus #Ed #leadership. With business and education experience #AIchat
Kathy_Becker_	Want to connect with others who share passion for #AIchat
Center_for_AI	We are from Vegas & we love #AppreciativeInquiry as a way to engage ppl 2 use their collective strengths to design an ideal future! #aichat
ExpertCompany	Twitter is about connecting and draws me toward it as a way to generate enthusiasm #AIchat
Melissa_Robaina	Laying the Foundation for a successful inquiry is very important & can seem overwhelming. Love learning from others & their successes #aichat
Kathy_Becker_	@Dept_Chair_Inst: Work with educators and have seen amazing outcomes. Want to know more. #AIChat
Melissa_Robaina	Q1: How do you introduce Appreciative Inquiry as a method of change to an organization? #aichat
ExpertCompany	AI Introduce clients to the concepts/research underlying AI by having them partake in a mini-inquiry to experience the power of AI #AIchat
Center_for_AI	A1: Do a presentation that 1) introduces AI (principles, 5D's, etc) & 2) helps decision makers explore how AI might benefit their org #aichat
Melissa_Robaina	A1: Depends on the org. Some orgs like to start quickly & plan as they go; others want a detailed map w/ measurable outcomes #aichat
Kathy_Becker_	A1 involve as diverse of a group as possible in both the introductory session & any decision to use AI #AIChat
Center_for_AI	A1: Facilitate an interview experience. Mini-interviews give ppl a taste of the power & affect of AI #aichat
Kathy_Becker_	A1 Mini-interviews create a conscious & unconscious desire to re-create peak experiences "moving in the direction of what works" #AIchat
Melissa_Robaina	RT @Kathy_Becker_: Mini-interviews create a conscious & unconscious desire to move in the direction of what works #aichat
ExpertCompany	A 1 Introduce the principle & 5Ds Find ways to bring ur descriptions to life w/ stories that relate to their work or desired outcome #AIchat
Melissa_Robaina	Q2: How do you begin the Appreciative Inquiry Process? #aichat
U2InterestEd	RT @Center_for_AI: A1: Facilitate an interview experience. Mini-interviews give ppl a taste of the power & affect of AI #aichat
ExpertCompany	RT @Center_for_AI: A1: Facilitate an interview experience. Mini-interviews give ppl a taste of the power & affect of AI #AIchat
Center_for_AI	Q2: Important items to consider when beginning an inquiry are change agenda, forms of engagement, & inquiry strategy #aichat

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ExpertCompany	A2 Reasons for using AI vary, as do the approaches used to carry out the process; thus no two AI processes are exactly the same #AIchat
Center_for_AI	Q2a: Change Agenda - What are you trying to accomplish/create? Here are a few change agenda examples http://t.co/Rt0I7BxQ #aichat
Center_for_AI	Q2b: Forms of Engagement "what approach to AI is most suitable to your client's needs? http://t.co/lK06kK7k #aichat
Center_for_AI	Chose a form of engagement that best suits your change agenda & organizational context "let it adapt to meet your needs" #aichat
Center_for_AI	Q2c: Inquiry Strategy - what decisions & steps will ensure the project's success? http://t.co/xpHv1utM #aichat
ExpertCompany	Q2A Great resource #AIchat
Melissa_Robaina	Inquiry strategy describes who will do what & when in order to achieve the overall change agenda #aichat
Melissa_Robaina	Q3: How do you know if Appreciative Inquiry is right for your client/organization? Is there ever a time when AI shouldn't be used? #aichat
Melissa_Robaina	RT @Center_for_AI: Q2c: Inquiry Strategy "what decisions & steps will ensure the project's success?" http://t.co/xpHv1utM #aichat
Melissa_Robaina	RT @Center_for_AI: Q2b: Forms of Engagement "what approach to AI is most suitable to your client's needs?" http://t.co/lK06kK7k #aichat
Center_for_AI	3A: AI may not be best when leadership is reluctant to engage in conversations about change #aichat
ExpertCompany	A 3 Request for an Appreciative Inquiry, is not, by itself, evidence that it is the most appropriate intervention #AIchat
Kathy_Becker_	A 3 AI may not be best if the agenda is preconceived or not planning time is available #AIchat
Melissa_Robaina	A3: AI may not be best when conditions for success are not met (i.e. segment of stakeholders cannot participate) #aichat
ExpertCompany	A3 CEO's are finding AI. Quite Exciting. Helping them define plan to introduce important. #AIchat
Kathy_Becker_	A3 Initial meeting with supervisor leading to measure readiness #AIchat
Melissa_Robaina	Aint that the truth! #maconmiracle @Kathy_Becker_: AI may not be best if the agenda is preconceived or no planning time is available #aichat
Kathy_Becker_	RT @Melissa_Robaina: AI may not be best when conditions for success are not met (i.e. segment of stakeholders cannot participate, etc) #AIchat
ExpertCompany	A3 Executives are beginning to see that perhaps their most important task is the creation of learning cultures #AIchat
Center_for_AI	A3: AI may not be best when nobody but the initiator wants the process #aichat
Dept_Chair_Inst	A3. AI may not be best when force- fitted into a planned meeting.#AIChat
ExpertCompany	A3 IBM C-Suites 2012 highlights how orgs engage employees http://t.co/0cwW5EDK #AIchat
Kathy_Becker_	A3 With AI engages all to their fullest leadership potential #AIchat
Melissa_Robaina	Q4: Have any of you gone into an organization who resisted using AI? If so, how did you overcome the resistance? #aichat
ExpertCompany	A4 When there is conflict, be sure that neither side hijacks (or is thought to have hijacked) the process #AIchat
Center_for_AI	A4: Old paradigm thinking, in any part of the org, is worth trying to defuse (or partially diffuse) before the inquiry begins #aichat

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Center_for_AI	A4: If there is heavy resistance, you might consider postponing the Inquiry or at least be aware of the higher risks involved #aichat
Melissa_Robaina	A4: Trust yourself as a facilitator, trust the process, & trust the people who are participating in the inquiry #aichat
Center_for_AI	RT @ExpertCompany: A4 When there is conflict, be sure that neither side hijacks (or is thought to have hijacked) the process #Alchat
Kathy_Becker_	A4 Have had CEO's be jazzed about AI. Exec team member no so much. Okay to question. Okay to not participate. #Alchat
Center_for_AI	RT @ExpertCompany: A3 IBM C-Suites 2012 highlights how orgs engage employees http://t.co/0cwW5EDK #Alchat
Kathy_Becker_	RT @Melissa_Robaina: A4: Trust yourself as a facilitator, trust the process, & trust the people who are participating in the inquiry #Alchat
ExpertCompany	A4 Depends on issue. Most important to remember to be open, listen to what the issues are. Where is resistance coming from? #Alchat
Center_for_AI	A4: Ppl may choose not to participate & that's ok. Free Choice Principle gives ppl the freedom to choose how & what they contribute #aichat
Melissa_Robaina	A4: AI facilitators keep the energy flowing & guide positive questions. Stay positive, real, in the moment #aichat
ExpertCompany	A4 Had CEO's hesitant about each part of the process. Coaching is important. Allow them to surface issues. #Alchat
Melissa_Robaina	Q5: How important is buy-in? How can you get community & organizational members to buy-in? #aichat
Center_for_AI	A5: Include people in conversations about AI's impact & first steps. Help them see themselves as part of the long-term initiative #aichat
Center_for_AI	RT @Melissa_Robaina: A4: AI facilitators keep the energy flowing & guide positive questions. Stay positive, real, in the moment #aichat
Kathy_Becker_	A5 Provide an open & transparent vehicle to collect feedback from everyone (i.e. website, social media, intranet, etc) #Alchat
Center_for_AI	RT @ExpertCompany: A4 Had CEO's hesitant about each part of the process. Coaching is important. Allow them to surface issues. #Alchat
Center_for_AI	A5: Invite ppl to voice their concerns. Acknowledge difficulties but don't spend energy focusing on them, instead build from them #aichat
Dept_Chair_Inst	A5 When employees realize they will have a voice and be heard with actions to follow. Quickly they buy in #Alchat
ExpertCompany	A5 Create an inquiry around what is real. What do we want? If issue/topic is real & ppl see the need buy-in is immediate #Alchat
Melissa_Robaina	Exactly! Be transparent from start to finish @Kathy_Becker_: Provide an open & transparent vehicle to collect feedback from everyone #aichat
Center_for_AI	A5: Know your audience. Do your homework on the audience you are talking to. Current difficulties, successes or concerns. #aichat
Dept_Chair_Inst	A5 Some may not buy- in. They need to enter by their choice- this is the Free Choice Principle of Appreciative Inquiry.#AIChat
ExpertCompany	A5 Host a kick-off meeting that invites people's curiosity, commitment & participation. #Alchat

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Melissa_Robaina	RT @ExpertCompany: A4 Had CEO's hesitant about each part of the process. Coaching is important. Allow them to surface issues. #Alchat
Melissa_Robaina	@ExpertCompany Who would you invite to the kick-off meeting? Does it have to be big? Does it serve as a Q&A? #aichat
Kathy_Becker_	Childlike curiosity! RT @ExpertCompany: A5 Host a kick-off meeting that invites people's curiosity, commitment & participation. #Alchat
Melissa_Robaina	Q6: How and when is a good time to introduce the process to the client/organization? What will people want & need to know? #aichat
ExpertCompany	@Melissa_Robaina Depends on the scale of the inquiry. Should be like a nice slice of cake. All ingredients at the party. #Alchat
ExpertCompany	Can be a Q&A, orientation to AI, team building. Design for each inquiry is important #Alchat
Center_for_AI	Love the analogy RT @ExpertCompany Depends on the scale of the inquiry. Should be like a nice slice of cake. All ingredients involved. #aichat
Center_for_AI	6A: Depending on the size & scope of the project, you can introduce AI via letter, email, videos, gatherings, etc #aichat
ExpertCompany	A6 People want to know what is AI? Where has it been used? and What can I expect? Will it change my job? #Alchat
Center_for_AI	RT @ExpertCompany: @melissa_Robaina Can be a Q&A, orientation to AI, team building. Design for each inquiry is important #Alchat
Melissa_Robaina	@ExpertCompany Seems like a lot of info to be presented. Does your kick-off meetings include training as an introduction? #aichat
Dept_Chair_Inst	A6 We do deal with problems but it is not the focus for the future #aichat
Melissa_Robaina	A6: Consultant does not provide direction for the inquiry - the people, their stories, & visions of the future do #aichat
ExpertCompany	@Melissa_Robaina AI is both/and. Timing, number of people and outcomes. Best wish - training to maximize outcome #Alchat
Center_for_AI	A6: We, as consultants & facilitators, trust that AI will provide our clients w/ the energy and interest to move to new levels #aichat
ExpertCompany	A6 AI invites dialogue. Invites Trust. AI is based on the best of what they are already doing. No pretend #Alchat
Melissa_Robaina	Our chat is almost over. Here's a closing exercise: What small change could u make now that can move u toward the future u desire? #aichat
ExpertCompany	Knowing self is important @Center_for_AI trust that AI will provide our clients w/ the energy and interest to move to new levels #Alchat
Melissa_Robaina	RT @ExpertCompany: A6 AI invites dialogue. Invites Trust. AI is based on the best of what they are already doing. No pretend #Alchat
ExpertCompany	Great reflective exercise #Alchat
Kathy_Becker_	Yoga #AIChat
Center_for_AI	Mindfully practicing (on a daily basis) to look at the world through an Appreciative lens - enjoying the beauty in all things #aichat
ExpertCompany	Focus on redesign of purpose #Alchat
Dept_Chair_Inst	Closing exercise, inquire of others what wishes they would have for their organization?#Alchat

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Melissa_Robaina	Taking care of myself (body, mind, spirit) through daily walks w/ my pups to clear my head & enjoy the splendor around me #aichat
ExpertCompany	@Center_for_AI Mindfully practice indeed #AIchat
Melissa_Robaina	In short, I guess it's learning to appreciate being in the moment #aichat
ExpertCompany	Practice listening. Really listening - letting others know that in the moment they are important and you are there #AIchat
ExpertCompany	RT @Center_for_AI: Mindfully practicing (on a daily basis) to look at the world through an Appreciative lens #AIchat
Center_for_AI	Join our Discovering Appreciative Inquiry group 2 continue the exchange of ideas & best practices re: AI http://t.co/YOJPNO30 #aichat
ExpertCompany	Curious about AI? Want to go from Adaptive Learning to Generative Learning? @Center_for_AI #AIchat
ExpertCompany	This was outstanding. Great energy and depth of knowledge #AIchat
ExpertCompany	Love sharing TY to @Center_for_AI for making this possible #AIchat
Kathy_Becker_	Enjoy the wisdom and learning -- great value. Recommend #AIChat
Center_for_AI	TY @Kathy_Becker_ @Dept_Chair_Inst @melissa_robaina @expertcompany for your great contribution to this chat. Luv learning from you #aichat
Kathy_Becker_	Excellent #AIChat. I love the idea that we can create positive working relationships through dialogue @Melissa_Robaina
Dept_Chair_Inst	TY for the #aichat. Change will only take place when we believe in the possibilities.

Join us for our next #AIChat

Date: January 3, 2013

Time: 4pmPT/7pmET

Topic: Working with Core Teams

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.