

**Center for Appreciative Inquiry (@Center\_for\_AI) presents #AIChat**  
 Topic: Working Supporting with Core Teams -- Date: 1/03/2013 at 4pm PT

Twitter Name	Tweet/Status
Center_for_AI	How have u or others empowered & supported #Core_Team members during the AI process? Please share ur story at our #AIChat on 1/3/13 @ 4pmPT
Melissa_Robaina	Hello & welcome 2 #AIChat. Plz tell us your name, where ur from, & the best memory you have of 2012 #aichat
Center_for_AI	The @Center_for_AI is located in Las Vegas. Best part of 2012 was meeting new ppl w/ big hearts & open minds - reaffirms what we do #aichat
ExpertCompany	Best memory - Working with a principal in Las Vegas, seeing amazing teachers who care and students who love learning. #AIChat
Melissa_Robaina	My name is Melissa & I live in LV. In 2012 I grew as a person spiritually & mentally. I am happy with the young lady Im becoming #aichat
Kathy_Becker_	How have u or others empowered & supported #Core_Team members during the AI process? Please share ur story at our #AIChat on 1/3/13 @ 4pmPT
Melissa_Robaina	Q1: What is a Core team? What is an Advisory team? Is there a difference? #aichat
Kathy_Becker_	TY for moderating this topic. So important to get grounded on Core Team @Center_for_AI #AIChat
Center_for_AI	A1: there may not be a difference depending on the size of org & inquiry. They may serve on both #aichat
Center_for_AI	RT @Kathy_Becker_: TY for moderating this topic. So important to get grounded on Core Team @Center_for_AI #aichat
ExpertCompany	A1 Participate actively as champions to lead or support summit initiatives and projects #AIChat
Center_for_AI	A1: Advisory teams typically consist of management/executives whereas Core Team consist of org's stakeholders #aichat
Dept_Chair_Inst	A1. The Core Team participates in and supports a Summit. They are then "heart of a Summit". #Aichat
Melissa_Robaina	A1: The advisory team typically selects who will serve on the core team #aichat
Kathy_Becker_	Taking part in #AIChat -- how do we begin to explore new ideas and challenge assumptions? Strong core team #AIChat
Center_for_AI	Yes they are --> @Dept_Chair_Inst A1. The Core Team participates in & supports a Summit. They r then "heart of a Summit" #aichat
Center_for_AI	RT @Kathy_Becker_: Taking part in #AIChat -- how do we begin to explore new ideas and challenge assumptions? Strong core team
Melissa_Robaina	Q2: Who should the Core Team be comprised of? How many people should serve on the team? How do you decide? #aichat
Center_for_AI	A2: Ideally, the core team (planning team) should comprise of all stakeholders of the organization, both internal & external #aichat
Center_for_AI	A2: The more diverse the core team (ie: ethnicity, job title, yrs of service, age); the more we'll be working in the spirit of AI #aichat
Dept_Chair_Inst	A 2 those that participate on the Core Team should make a commitment to the group, be passionate and positive #aichat
Melissa_Robaina	RT @Center_for_AI: A2: Ideally, the core team should comprise of all stakeholders of the organization, both internal & external
ExpertCompany	A2 We like to think of the core team as a slice of an organization. like a slice of cake - all layers should be included #AIChat
Melissa_Robaina	RT A2: The more diverse the core team (ie: ethnicity, job title, yrs of service, age); the more we'll be working in the spirit of AI
Melissa_Robaina	Q3: Who invites the Core Team members to participate? Does this person also "lead" the Core Team or is that someone else's task? #aichat
Center_for_AI	RT @Melissa_Robaina: Q2: Who should the Core Team consist of? How many people should serve on the team? How do you decide? #aichat

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Center_for_AI	A3: The AI facilitator often leads the Core Team & serves as the link between the core team & advisory team #aichat
ExpertCompany	A2 - enough so you hear all of the voices. No magic#. What do they bring? What do they achieve?What can they learn? #AIChat
Center_for_AI	A3: Make it personal - send out invitations 2 potential Core Team members. Highlight their strengths & ability to move change 4ward #aichat
Melissa_Robaina	RT @Center_for_AI: A3: send out invitations 2 potential Core Team members. Highlight their strengths & ability to move change 4ward #aichat
ExpertCompany	A3 Depends on the inquiry scope and size of org #AIChat
Melissa_Robaina	Q4: What is the Core Team (CT) responsible for and how often do they meet? #aichat
ExpertCompany	A3 What makes AI different is that all are included. New leaders surface. Leadership is shared. CT is model for new behavior #AIChat
Center_for_AI	4A: Core Team members define the Positive Topic. This is one of the most, if not THE most important step in the entire process. #aichat
Center_for_AI	RT @ExpertCompany: AI different because all r included. New leaders surface. Leadership is shared. CT is model 4 new behavior #aichat
ExpertCompany	@Center_for_AI this is where the magic begins #AIChat
Center_for_AI	4Ai:The Positive Topic sets the direction & framework for the inquiry, interviews, data collection, action taking & follow-up #aichat
Melissa_Robaina	4A: The Core Team is responsible for designing, orchestrating, & executing the Inquiry -- from start to finish #aichat
Dept_Chair_Inst	A4: Do what needs to be done to support the project, make sure the work is timely, is well done and supportive. #aichat
ExpertCompany	A4 Old models of leadership just float away #AIChat
Melissa_Robaina	RT @Center_for_AI: Core Team members define the Positive Topic. This is THE most important step in the entire process. #aichat
Center_for_AI	A4: The CT develops & field tests the Interview Guide which consists of affirmative questions relating to the Positive Topic #aichat
Dept_Chair_Inst	A4: To engage others in ways that stimulate their imagination, curiosity and creativity. #aichat
ExpertCompany	A4 Planning and designing are a breeze for CT. I never experienced such support at work til AI #AIChat
Center_for_AI	Purpose of Core Team: RT @Dept_Chair_Inst: A4: To engage others in ways that stimulate their imagination, curiosity and creativity. #aichat
ExpertCompany	A4 Collaboration w/CT can be done w/phone calls, email, F2F, and virtual meetings #AIChat
Dept_Chair_Inst	RT @ExpertCompany: A4 Planning and designing are a breeze for CT. I never experienced such support at work til AI #AIChat
Melissa_Robaina	Q5: What do you do to help Core Team members get prepared for their role as a change agent? #aichat
ExpertCompany	A4 CT members have full knowledge of time to be avail to co-facilitate, collaborate and plan #AIChat
Center_for_AI	5A: Conducting a training about AI principles & application is a significant predictor of success for long-term initiatives #aichat
ExpertCompany	A5 In-house training important 2 learn to plan and implement #AIChat

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Center_for_AI	A4: CT designs, launches, & maintains momentum for the initiative & adjust/shift course, if necessary, as the engagement progresses #aichat
Center_for_AI	A5: Help core team members see themselves as a cohesive team in service to their larger organizational system #aichat
Kathy_Becker_	RT @ExpertCompany: A4 CT members have full knowledge of time to be avail to co-facilitate, collaborate and plan #AIChat
Melissa_Robaina	A5: Train more stakeholders at all levels of the organizations to become an inquiry based organizations. #aichat
etmoble	RT @Center_for_AI: A5: Help core team members see themselves as a cohesive team in service to their larger organizational system #aichat
Dept_Chair_Inst	A5: Remind Core Team members that they need to be inquisitive, open, respectful. Also they will need to be able to reframe. #aichat
ExpertCompany	A5 Ensure leader/CEO understands that they do not control. CT members feel empowered and become more creative #AIChat
Center_for_AI	RT @Dept_Chair_Inst: A5: Encourage Core Team members 2 b inquisitive, open, & respectful #aichat
Melissa_Robaina	Q6: How do you keep the Core Team engaged throughout the entire AI Process? #aichat
Center_for_AI	Suggestions anyone? RT @Melissa_Robaina: Q6: How do you keep the Core Team engaged throughout the entire AI Process? #aichat
Center_for_AI	A6: Make sure the affirmative topic is of strategic importance to them -- something they have a passionate interest & energy for #aichat
ExpertCompany	A6 encourage play #AIChat
Dept_Chair_Inst	A6: Provide CT members resources, support,keep them informed and recognize them for good work. #aichat
Melissa_Robaina	6A: Help Core Team members to identify their successes! #aichat
ExpertCompany	A6 - Communication, support, and a calm understanding. #AIChat
Melissa_Robaina	A6: With #Appreciative_Inquiry, the energy (power) is from stakeholders. Core Team functions to represent the whole #aichat
Center_for_AI	A6: Important factor in engagement is open, transparent communication -- providing the core team w/ support & encouragement #aichat
Dept_Chair_Inst	RT@Kathy_Becker_ : A5 Once you open the door to hear the stories the CT gains momentum. They grasp the change agent idea & run #aichat
Dept_Chair_Inst	RT@Kathy_Becker_ : A5 Be transparent. People can be unsure at the beginning. Can be worried about negativity and how to handle #aichat
Center_for_AI	RT @Melissa_Robaina: A6: In #Appreciative_Inquiry the energy (power) is from stakeholders. Core Team functions 2 represent the whole #aichat
Dept_Chair_Inst	RT@Kathy_Becker_ : A5 Once you open the door to hear the stories the CT gains momentum. They grasp the change agent idea and run. #aichat
Melissa_Robaina	Q7: Do you need a core team to conduct an inquiry? #aichat
Kathy_Becker_	A7 When people notice changes in others, they appreciate the work and are inspired to do more #AIChat
Center_for_AI	A7: No, coaches and facilitators may develop an inquiry guide (w/o a Core Team) for one-on-one coaching, small group sessions, etc #aichat
ExpertCompany	RT @Kathy_Becker_ : A7 When people notice changes in others, they appreciate the work and are inspired to do more #AIChat

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ExpertCompany	RT @Center_for_AI: Important factor in engagement is open, transparent communication -- providing the core team w/ support #AIChat
Melissa_Robaina	A7: A core team serves a vital role. They understand & live the organization culture and have a vested interest in the outcome #aichat
Center_for_AI	A7: Depending on the size of the org or scope of inquiry, the advisory team may also be the core team #aichat
Melissa_Robaina	Q8: As we wrap up our chat, what are your three wishes for 2013? #aichat
Dept_Chair_Inst	A7: If you want "buy in", other voices, those to "carry the dream" and representatives from different walks of life, yes #aichat
Dept_Chair_Inst	RT@Kathy_Becker_: A7 Small group -- design the positive topic and the interview and participate in the process #aichat
Melissa_Robaina	Next #AIChat will be on 2/7/2013 @4pmPT. Topic: Defining the Positive Topic. Submit chat questions to @Melissa_Robaina #aichat
ExpertCompany	A8 Stories are what brings us together. My wish is to have more storytelling, more openness and trust #AIChat
Kathy_Becker_	Thank you for moderating @Melissa_Robaina the #AIChat. Creating convo, inviting stories and unleashing potential
Melissa_Robaina	Thank you everyone for participating today. May you all have a great evening. See you at our next chat! #aichat
Dept_Chair_Inst	Closing Exercise: thank you, keep up the good work. Tomorrows successors and today's creators do not do SWOT. They build positives #aichat
Center_for_AI	RT Next #AIChat will be on 2/7/2013 @4pmPT. Topic: Defining the Positive Topic. Submit chat questions to @Melissa_Robaina #aichat

**Join us for our next #AIChat on February 7, 2013 @ 4pmPT - Topic: Defining the Positive Topic**

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](mailto: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.