



Appreciative Inquiry Coaching Training (AICT) Application Process

Appreciative Coaching is a revelatory and generative conversation that enlivens, amplifies, and sustains the positive core - source of the energy and intelligence of life - of both client and coach. This relationship cultivates new possibilities, health and fulfillment, accelerating us to our highest and deepest good.

Workshop Overview:

This 5-day course will comprise a full Appreciative Inquiry into our collective experience of Appreciative Inquiry and Coaching. Together we will explore and experience each of the 5 D's as it relates to one-on-one relationships (between a coach and client). The practicum, which participants will submit for certification, will embody "Destiny" as you apply the lessons taught during this course into your coaching work.

The Appreciative Inquiry Coaching Training is not a problem-solving coaching approach, rather it looks at discovering and co-constructing the client's positive core - what it is that connects them to life, energy, and possibility and allows them to thrive. Discover how to use your existing coaching skills within the energizing and affirming framework of AI to deepen and enhance both your personal sense of yourself as well as your skills as a coach.

The Appreciative Inquiry Coaching Training is approved by the International Coach Federation (ICF) for 25.4 Continuing Coaching Education Units (CCEU). CCEUs give coaches an opportunity to continue their professional development. Coaches will learn how to use the AI process, originally designed for use with an organization, system or group, as a process for coaching someone one-on-one.

- **Core Competencies:** 21.6 hours
- **Resource Development:** 3.8 hours

Appreciative Inquiry Coaching Training (AICT) Pre-Requisites:

- Successfully completed an [Appreciative Inquiry Facilitator Training](#) and have submitted (or are in the process of submitting) your practicum; *and/or*
- Have attended an [International Coaching Federation](#) accredited course within the past 2 years or hold an ICF credential; and/or
- Participated in an Appreciative Inquiry Foundations course (with a minimum of 26 classroom hours) and have submitted documentation of your experience while on your AI journey to a panel of AI practitioners from the Center for Appreciative Inquiry to review. To be considered, please submit the following
 1. Proof of successful completion of an Appreciative Inquiry course of study totaling more than 26 classroom hours;
 2. Copy of a course syllabi, instructor qualifications, and contact person;
 3. Provide a narrative document or video displaying evidence of your AI facilitation experience with a client demonstrating knowledge of the fundamentals and principles of Appreciative Inquiry; (*narrative document guidelines found below*)
 4. Provide references and example of experience planning, evaluating and facilitating Appreciative Inquiry sessions, seminars, and other events of the prior two (2) years;
 5. Participate in an Appreciative Coaching interview with a Lead AI Trainer from the Center for Appreciative Inquiry to assess your skills and background.
 6. Payment of \$200.00 for AICT application review and consultation. This payment is to be made at the time application is submitted. This fee is non-refundable.

AICT Narrative Document Guidelines

We have developed the following list as a guide to help you gather the information to prepare your Narrative Summary and to help us review your submission. Please include as much information as possible so that the AI Practitioners reviewing your summary can experience the energy of the stakeholders and see that you understand the Principles of AI. Appreciative Inquiry is a generative process and the questions we are asking are meant to generate ideas in terms of your planning and reflection. If there are other items you'd like to include in your submission, please feel free to do so.

1. Please include your name, title, email address, and phone number.
2. Please include the AIFT© training dates and location at which you received your training.
3. Brief description of the organization, group, community, or individual(s) you worked with.
4. Definition - the first D of an Appreciative Inquiry, during which the overall focus of an inquiry is determined, i.e., a positive topic that is important to the organization or group. Please tell us about your planning and designing of the inquiry, including the following:
 - Please include a list the names and/or category of stakeholders you included in the Core Group (the cross-section of people that helped you design the inquiry, define the affirmative (positive) topic and modify the interview guide for the inquiry)
 - How was the Core Group chosen?
 - Initial contact with the client – was there a compelling issue?
 - What were the dates for the Core Group meetings?
 - How were the Core Group meetings structured?
 - Who were the stakeholders? How were the stakeholders chosen?
 - Please describe the client buy-in and support for the inquiry. Who are/were the 'champions'?
 - What was the Affirmative (Positive) topic that the Core Group identified for the inquiry?
 - What method did you use to help the Core Group identify the topic? Include material such as the modified interview guide they used (i.e., the generic interview guide slightly modified for the positive topic of the inquiry) agenda for the meeting(s), handouts, and/or PowerPoint slides
5. Discovery - the second D of an Appreciative Inquiry; a two-part phase that includes inquiring into exceptionally positive moments, and sharing the stories and identifying life-giving forces. Please describe the planning and design for the Discovery Phase, including the following:
 - What were the date(s) for inquiry?
 - Where was the inquiry held?
 - How were the inquiry meetings structured?
 - What method of interviews did people use to inquire into exceptionally positive moments? (i.e. face-to-face paired interviews, etc.)
 - Was there any resistance during the inquiry? If yes, please describe how you, the Core Team, and/or the client addressed this.
 - Please describe the sharing of the stories.
 - What were the Life-Giving Forces (what they MOST wanted to create MORE of) that the group identified in the stories they shared?
 - How did you collect the data from the stories? How did this translate to the visual and word images?

6. Dream - the third D of an Appreciative Inquiry, during which people create shared images of a preferred future; typically involves a visual image which translates to a word image (Provocative Proposition or Strategic Statement). Please describe the planning and design for the Dream Phase, including any pictures you may have of visual and word images.
7. Design - the fourth D of an Appreciative Inquiry, during which people innovate and improvise ways to create their preferred future. Please describe the planning and design for the Design Phase, including the following:
 - Please describe what method(s) you used to help the participants design their word statements
 - Please include the Provocative Proposition(s) the group or organization created from the Life-Giving Forces.
 - What are the Strategic Intentions the group or organization developed to realize the Provocative Proposition(s) they created?
 - What commitments, requests and offers did the stakeholders make?
8. Destiny/Delivery - the fifth D of an Appreciative Inquiry, during which people innovate and improvise ways to create the preferred future by continuously improvising and building AI competencies into the culture. It also includes noticing and celebrating successes that are moving the system toward the preferred future the organization or group co-created. Please describe the Destiny/Delivery Phase, including the following:
 - What organizational, group, or community attitude, process or structure changes have people made as they move toward realizing the Provocative Proposition(s)?
 - What progress have people made toward their Strategic Intentions or Initiatives or Pilot Projects?
 - What stories of success can you share?
 - What will **you** do to ensure that people continue to move toward realizing the Provocative Proposition(s)?
 - How will you help them gather stories of success? How will you help them celebrate?
 - How will you, as the AI Facilitator, support their ongoing success?
9. What did you wish for in the inquiry?
10. What did you learn from the inquiry about yourself and your facilitation?
11. What was your "personal best" experience related to facilitating the Inquiry?
12. What surprised you during the inquiry?
13. What might you wish for next time?
14. Please attach any materials you've used including PowerPoints, agendas, etc. to help us "experience" your facilitation.

Please submit your Narrative Summary via email to Kathy@companyofexperts.net and put "AICT Application Review" in the subject line of your email.