



Appreciative Inquiry in Large and Small Systems

Five Generic Processes of AI

LARGE SYSTEMS ROADMAP

1. DEFINITION

- a) Choose the overall focus of the inquiry
- b) Conduct Generic Interview (slightly modified)
- c) Pull Out Topics/Themes of Life Giving Forces (LGFs)
- d) Write/Pilot Customized Questions
- e) Determine Inquiry Process

**Chose the positive as the focus of inquiry*

2. DISCOVER

- a) Conduct interviews using customized inquiry guide protocol
- b) Share stories
- c) Identify topics and themes

***Inquire into exceptionally positive moments*

****Share the stories and identify life-giving forces (LGFs)*

3. DREAM

- a) Create visual images
- b) Write macro provocative propositions

*****Create shared images of a preferred future*

4. DESIGN

- a) Create customized system's model (goose egg)
- b) Write micro provocative propositions on elements in your system model

******Innovate and improvise ways to create that positive future*

5. DELIVERY/DESTINY

******Innovate and improvise ways to create that positive future*

SMALL SYSTEMS ROADMAP

1. DEFINITION

- a) Choose the Overall Focus of the Inquiry

2. DISCOVER

- a) Conduct interviews using customized inquiry guide protocol
- b) Share stories
- c) Identify topics and themes

3. DREAM

- a) Create visual images
- b) Write macro provocative propositions

4. DESIGN

- a) Small group dialogue on how we make the provocative propositions happen

5. DELIVERY/DESTINY

AI for Organization Change: A Workshops Resource Book by Jane Magruder Watkins & Bernard Mohr