



An Alliance for Improved Health Care

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betterhealthcleveland.org



THE POWER OF PARTNERSHIP

Appreciative Inquiry

Exploring a Model for Transformational Change

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Appreciate

1. value (v)

- *the act of recognizing the best in people or the world around us;*
- *affirming past and present strengths, successes, and potentials;*
- *to perceive those things that give life (health, vitality, excellence) to living systems*

2. Value (n) to increase in value, e.g. the economy has appreciated in value

- *Synonyms: valuing, prizing, esteeming, honoring*



Inquire

- 1. the act of exploration and discovery.*
- 2. To ask questions; to be open to seeing new potentials and possibilities.*
 - Synonyms: discovery, search, and systematic exploration, study*



Appreciative Inquiry

- Values successes
- Draws on existing strengths to engage and motivate players to imagine a preferred future
- Uses these positive images to move toward the preferred future



The Ai 4-D Model





Problem Analytic Change vs. Appreciative Inquiry

Problem Solving

–Deficit-based change

Appreciative Inquiry

–Strength-based innovation

**Problem
Analytic
Change**

Identify
problem

Conduct
root cause
analysis

Analyze
possible
solutions

Develop
action plan

Good for
incremental
change

appreciate

valuing the best of
what is

Focus
becomes
reality

Multiple
realities

imagine

what might be

dialogue & design

what should be

*Something
works in
every
organization*

Take best of
past and
present

create

what will be

**Good for capacity
building**

Language
of inquiry is
critical



Appreciative Inquiry is a Shift

“No problem can be solved from the same level of consciousness that created it. We must learn to see the world anew.”

-- Albert Einstein



Affirmative Topic

The focus of the enhancement effort

Creating Exceptional Learning Experiences and Inspirational Partnerships

How will we co create a world class learning environment that engages our passions and fosters our collaborative spirit?



Discovery

Tapping into the best of 'what is'

Learning communities thrive when partners, with collective mind, shared purpose and compassionate heart can achieve a vision of excellence.



Discovery

Tapping into the best of 'what is'

Reflect on a time that you considered was a peak group learning experience – a time when people learned with and from each other – a time of exploration and discovery when a combined effort resulted in new knowledge and a surprising and rewarding outcome.

Share your high point story with your partner.



Dream

Envision the Future

Imagine a future where our Learning Collaborative is first-rate. We are a group of engaged, inspired, creative and collaborative individuals. We are a learning system where shared experiences result in a rising tide for all boats, where delivering outstanding results is the standard ...



The Learning Collaborative of the Future....

- Images or metaphor of your ideal
- Draw an image of your ideal
- Create a provocative statement



Design and Destiny

How do we do that?

- We learn from what already has been accomplished
- We learn from others
- We collaborate
- We ...