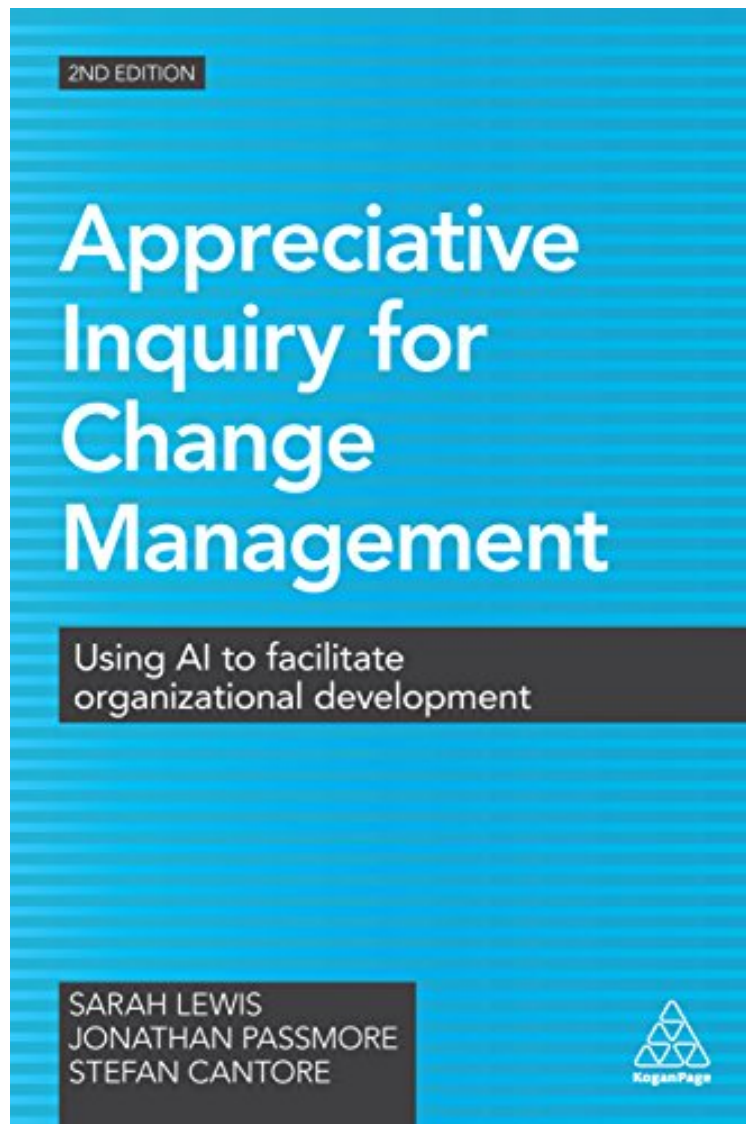


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Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development

Sarah Lewis, Jonathan Passmore, Stefan Cantore
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organizations and nearly moves into new territory but chose to use leadership actions from the last century. The process reeks of transformational leadership principles - a "human" approach to lead the organization! Still linear and still mechanistic! Further research would have led them into Complex Adaptive Systems, a truly human organization viewpoint. However, the authors chose to remain with the behavioral psychology of the 70's. 0 of 0 people found the following review helpful. Met my scholarly needs and more! By Karen Cole-Ainley This book is a great information source for appreciative inquiry. Provides clear benefits for organizational leaders and members in the work force. 0 of 0 people found the following review helpful. It awesome By Anthony Teekpeh This item is very awesome; you will never regret, if you bought one. You never try you never know it works.

Appreciative Inquiry (AI) is a widely recognised process for engaging people in organizational development and change management. Based on conversational practice, it is a particular way of asking questions, fostering relationships and increasing an organization's capacity for collaboration and change. It focuses on building organizations around what works, rather than trying to fix what doesn't, and acknowledges the contribution of individuals in increasing trust and organizational alignment and effectiveness. *Appreciative Inquiry for Change Management* studies AI in depth, identifying what makes it work and how to implement it to improve performance within the business. *Appreciative Inquiry for Change Management* explains the skills, perspectives and approaches needed for successful AI, and demonstrates how a practical conversational approach can be applied to organizational challenges in times of change. Case studies from organizations that have already integrated AI into their change management practice, including Nokia and BP, reveal why the processes are valuable and how to promote, create and generate such conversations in other organizations. Written in jargon-free language, this second edition now includes chapters on how positive psychology can enhance appreciative practice and appreciative coaching, making it an essential resource for anyone looking to implement AI in their organization.

About the Author Sarah Lewis is an occupational psychologist and a founding member of the Association of Business Psychologists. Jonathan Passmore is an occupational psychologist and the author of *Excellence in Coaching*, published by Kogan Page in association with the Association for Coaching. Stefan Cantore is a consultant in the areas of leadership and management development