

APPRECIATIVE INQUIRY: RESEARCH FOR CHANGE

Diane Rhae Volpi

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those in positions of responsibility, in order instigate change. AI is not suitable for Appreciative inquiry (AI) was initially developed as a method for promoting.

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Consequently, researchers have developed guidelines for creating effective statements: . Masselink, R.

AIfirstaroseintheearlys,whenDavidCooperrider,agraduatestudentatCa

It has provided excellent ideas on how to become a change agent. Where individuals had significant anxiety, rather than viewing this as negative discourse, I found it important to appreciate this as the Shadow and to work with it before moving into the positive discourse of AI.

Isitparticipative?The benefit of visioning is that it allows participants to collectively create a picture of a desirable shared future. Bridges, W.