

Strength-Based Leadership Through Appreciative Inquiry

Organizations thrive when leaders focus on what works—not just what needs fixing. Appreciative Inquiry (AI) is a strength-based approach to leadership and organizational development that drives positive change by identifying, amplifying, and building upon existing strengths, successes, and values. This workshop introduces leaders to Appreciative Inquiry as a powerful alternative to deficit-focused problem solving.

Participants learn how intentional, positive questioning can shift mindsets, strengthen relationships, and inspire meaningful progress. By focusing on strengths, peak experiences, and shared aspirations, leaders create energy, engagement, and alignment within teams and organizations. The result is a more collaborative culture, stronger relationships, and sustainable change driven by what people do best.

Workshop Objectives:

- Understand Appreciative Inquiry as a strength-based leadership approach to organizational and cultural change.
- Shift from problem-focused thinking to opportunity-focused dialogue that builds engagement and momentum.
- Use positive, intentional questioning to uncover strengths, values, and successful practices.
- Recognize how focusing on strengths improves trust, collaboration, and morale.
- Apply Appreciative Inquiry principles to team discussions, planning, and decision-making.
- Facilitate meaningful conversations that encourage shared ownership and participation.
- Strengthen relationships and organizational culture by celebrating successes and learning from what works.
- Leverage strengths to drive sustainable performance and positive change.



Course Outline:

Module One: Getting Started
Module Two: Introducing Appreciative Inquiry
Module Three: Changing the Way You Think
Module Four: Four D model
Module Five: The Four I Model
Module Six: Appreciative Inquiry Interview Style

Module Seven: Anticipatory Reality
Module Eight: The Power of Positive Imagery
Module Nine: Influencing Change Through AI
Module Ten: Coaching and Managing With AI
Module Eleven: Creating a Positive Core
Module Twelve: Wrapping Up