

An Introduction to Appreciative Inquiry: The Six Steps To Your School's Change Summit

> Michelle Etheve The Change Lab



THECHangelaB

A MICHELLEMCQUAID PROGRAM



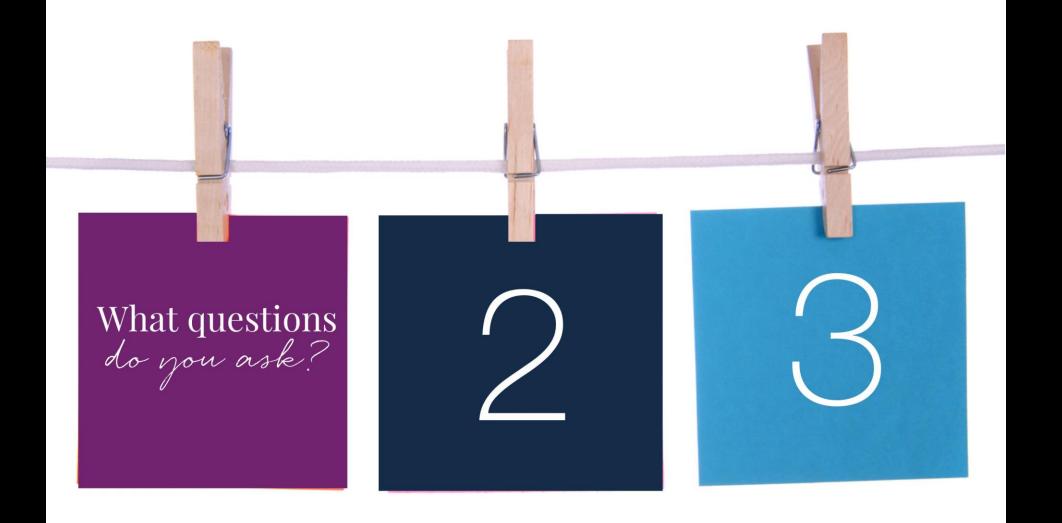
Appreciative Inquiry is a strengths-based approach for creating change.



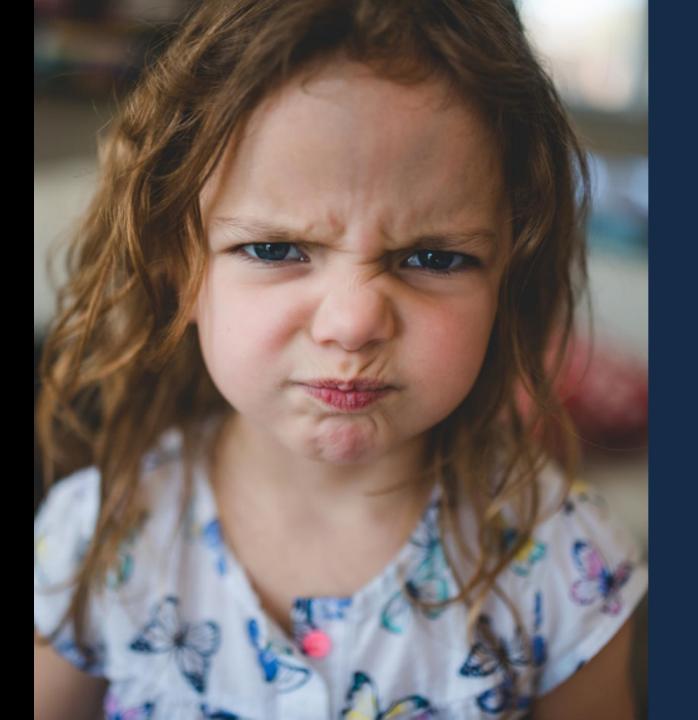
Every action we take is preceded by a question.



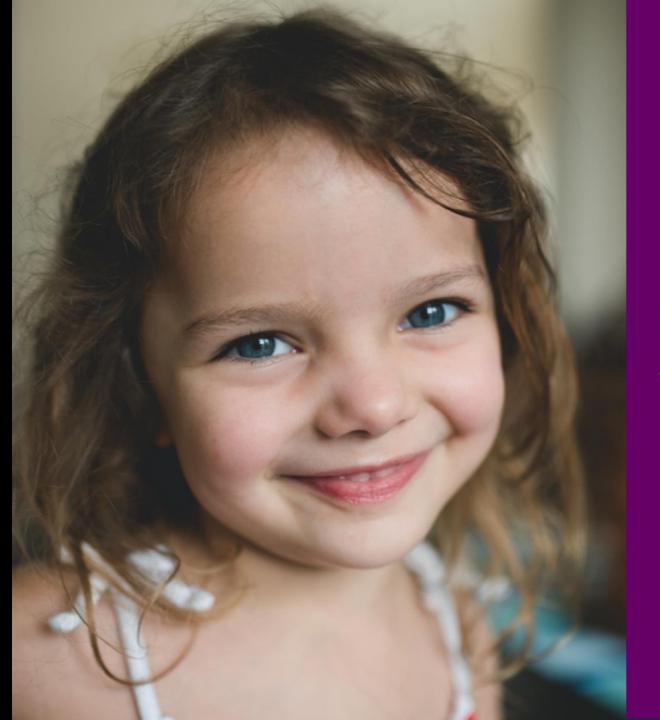
Questions that look for the true, the good and the possible are what enable us to flourish.



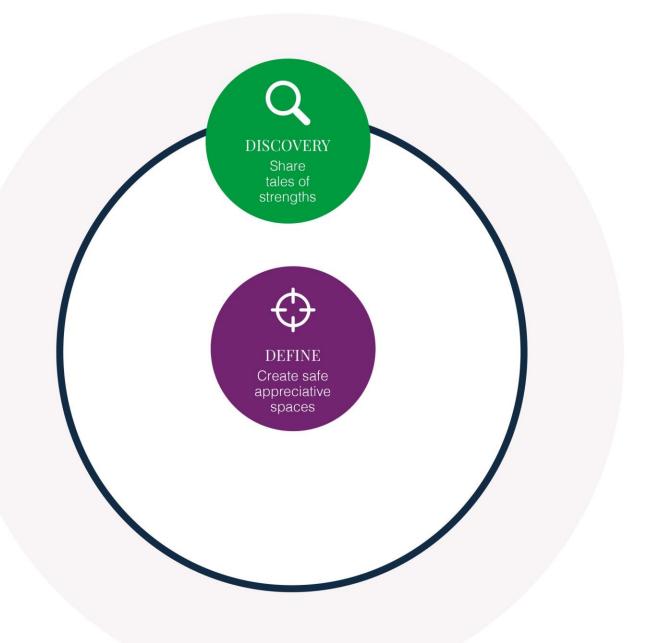




Are our schools and the people in them, problems to be fixed?



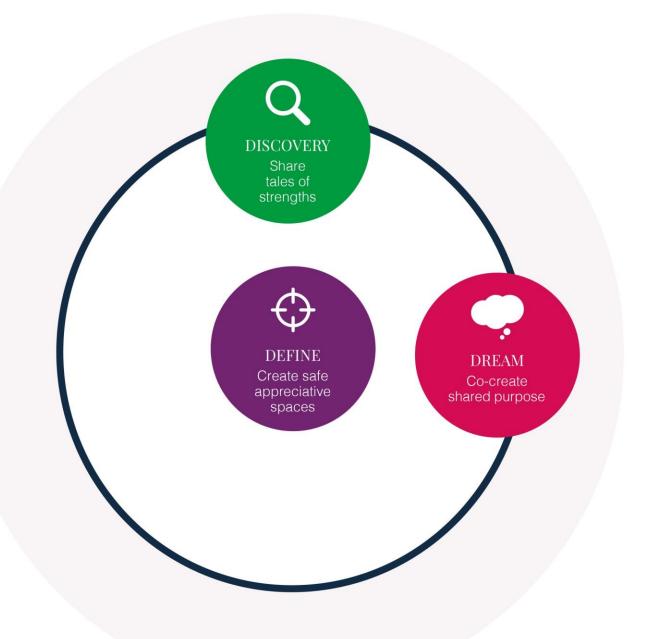
Or worlds of infinite strengths to be connected and built upon?





Instead of focusing 80% on what's not working and 20% on strengths, it's important to put this 80/20 rule in reverse.

"Tell me about your best ..."

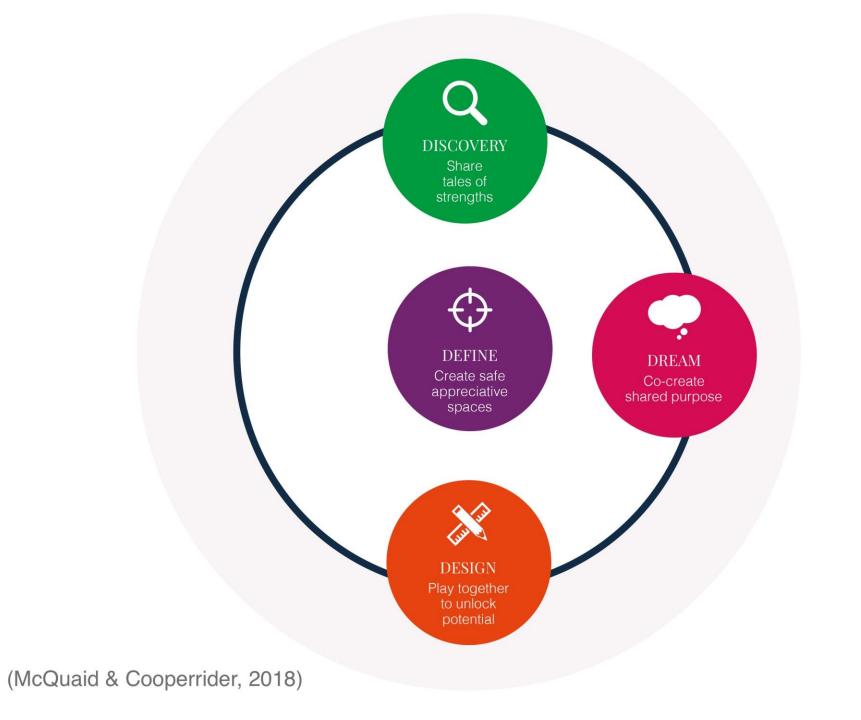




When we choose hope we define what matters to us most.

Dr. Shane Lopez

"If you could more consistently build on the strengths you've just described what might be possible over the next ...?"

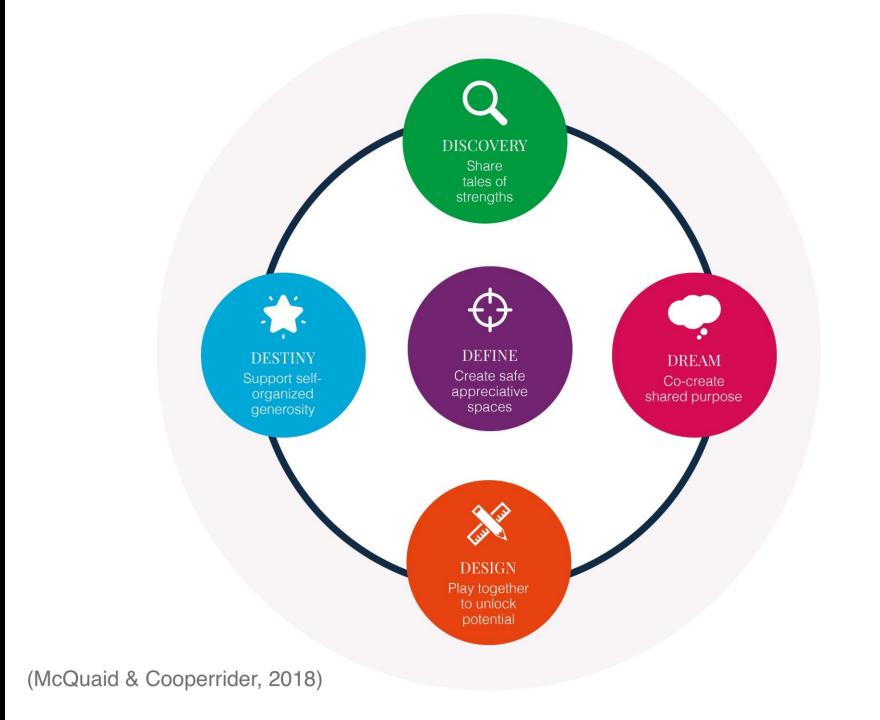




The essence of personal mastery is being able to generate and sustain creative tension in our lives.

Peter Senge

"Based on the hopes you've described, how could you move from where you are right now to where you want to be?"

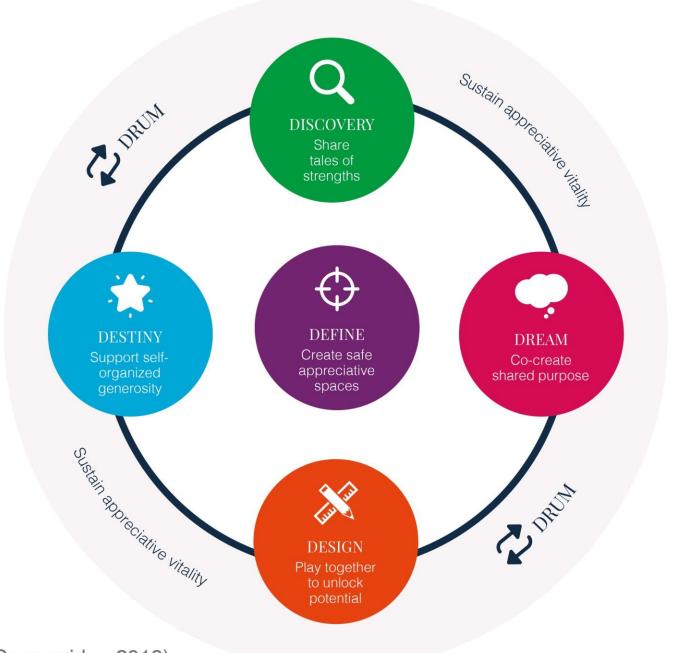




Effective self-organization in human systems starts with voluntary self-selection in response to a genuine invitation.

Harrison Owen

"If there was one action you would most like to take over the next 24 – 48 hours to start making your hopes a reality, what would it be?"

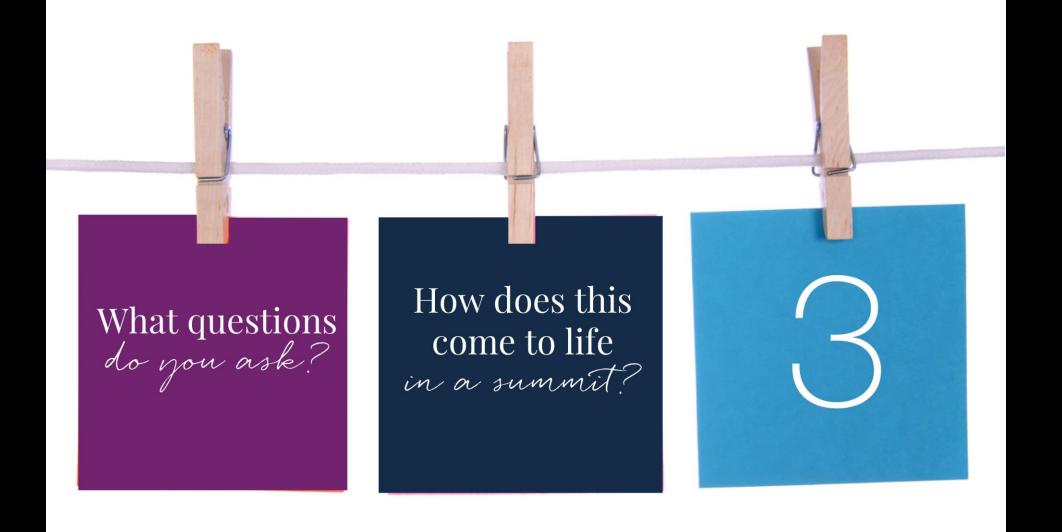


(McQuaid & Cooperrider, 2018)



The 6D cycle puts us on the path to finding solutions by connecting the strengths of past successes, with the potential of tomorrow, to determine how we will live today.

Michelle McQuaid





The source of all life in a system is new information ordered into new structures.

Margaret Wheatley



An Al Summit is a strengths-based approach for creating change by enabling generative connections.

Michelle McQuaid



## DEFINE

Create safe, appreciative spaces

Invite the whole system



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Open up a dream dialogue



#### DEFINE Invite the whole system Agree generative questions. Create safe, appreciative spaces DISCOVER **Convene paired conversations** Surface the positive core. Share tales of strength DREAM Open up a dream dialogue **Support dream improvisations** Co-create shared purpose





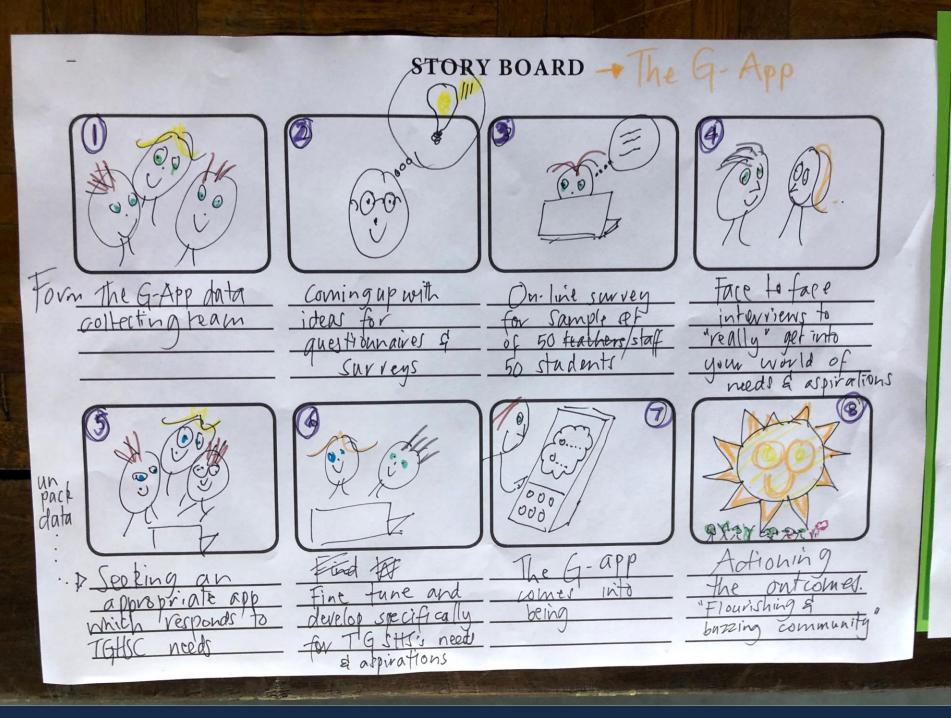
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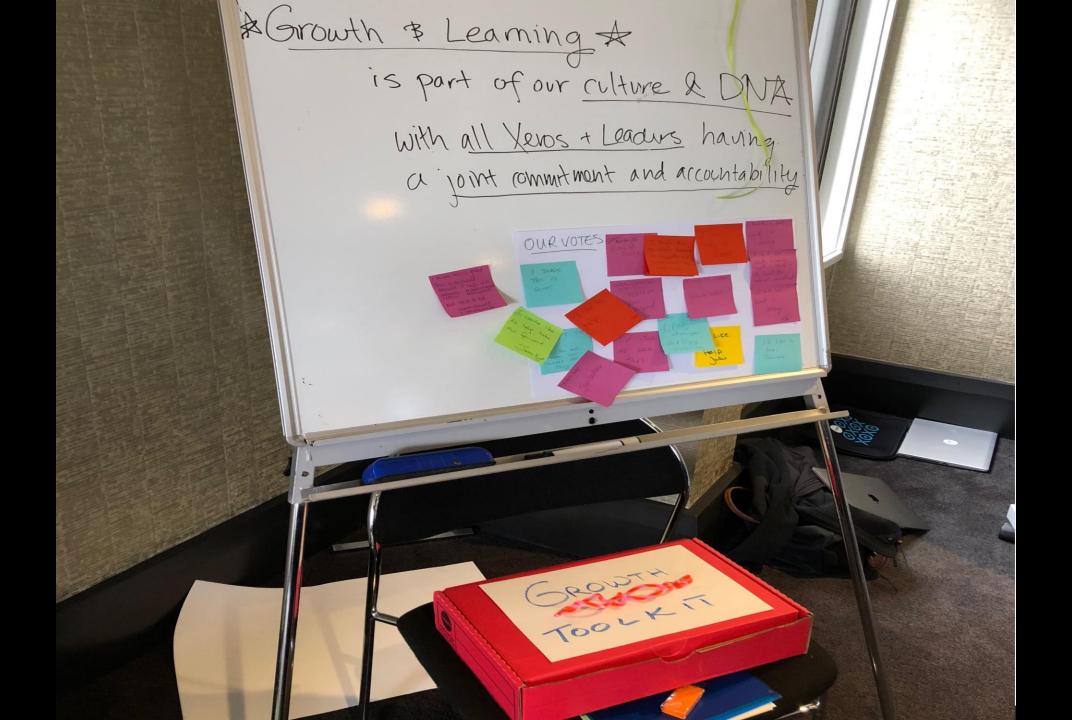
# Perents Council

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The panends Guncil is an Allicial booky Facilitated by KHPA.

Is aims at empowering panents and giving them a voice. It runs a number of projects and activities to provide a worthwise and parenting expeniece that will make students thrive.

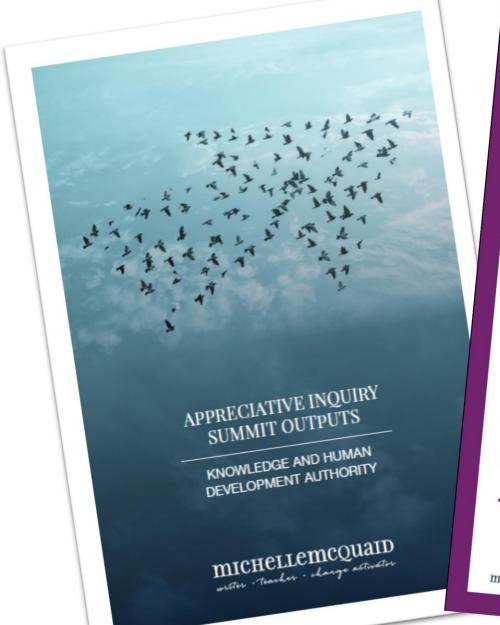
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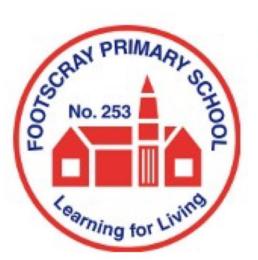
#### WHAT DID WE DISCOVER?

We heard stories of how we had come together to unconditionally serve learners and help them thrive, including:

- The success of the Arabic and Islamic assessments project that was possible through tearmwork, trust, compassion and the distribution of leadership
- How KHDA has enabled perents to make better and easier choices regarding the best school for their children
- How focus groups have empowered and engaged the parents of Emirates students to enable the generation of great ideas for school improvements. Over time the true impact of these has been seen
- How by coming together with representatives from each department KHDA has been able to improve customer service
- How a community volunteer program has given staff the opportunity to connect across boundaries and grow as people by giving to others and giving students the chance to learn new skills
- The growth of KHDA's IT systems over the past ten years to be truly incredible through open mindedness, continuous positive reflection and developing an understanding of how to serve us all
- How the unconditional support of each other, passion, resilience, and ability to decide your own journey helps us to overcome challenges at KHDA.

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DRUM Sustain appreciative vitality	Communicate actions	Savor and celebrate	

















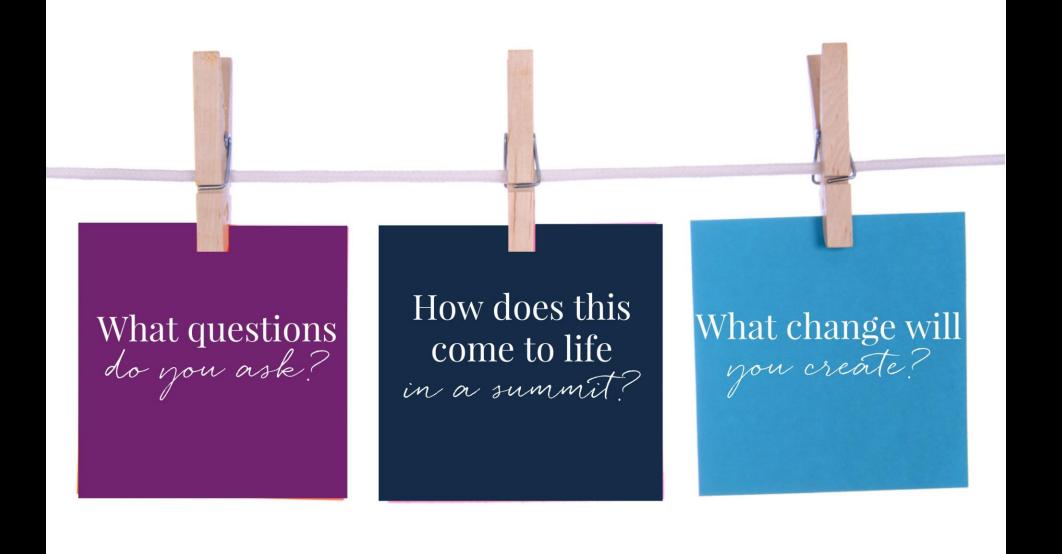






Al Summits enable people to feel psychologically safe as they explore better ways to think, learn, work and flourish together, to make a positive difference for others.

Michelle McQuaid



### Could An AI Summit Work In Your School?

- If you were to hold an Al Summit in your school, what's the generative topic of conversation you would most like to focus on?
- Who would you invite to the Al Summit in order to create generative connections around this topic?
- What type of generative actions would you hope the Al Summit could achieve?



## With heartfelt thanks











