



Appreciative Inquiry and Organizational Transformation: Reports from the Field

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Positive organizational change does not have to be planned or managed top down in a linear, urgent manner. Rather, it can be unleashed or discovered by helping people within organizations to identify their own best experiences in the past, and then use them to imagine, design, and bring into being the organization they most want and which works best. The method is called Appreciative Inquiry. The volume editors and their panel of experts examine how AI works in practice, and how its many (and often surprising) benefits can be realized in just about any organization. The result is a major explication and source book for HR and organizational development specialists and upper level management trying to lead effective change.

Detailed case reports from the field show how this unique approach is actually applied and what its consequences are. Readers will learn to identify the positive core of any system--the practices and principles that encourage the best in organizational capacity and performance. They will find not only specific outcomes but also some detailed reflections by practitioners on the use of Appreciative Inquiry. A volume summary lays out the themes and lesson that span the cases. Also presented are powerful and novel propositions on how to approach the crucial issues in organizational change. The result is a major explication and source book for HR and organizational development specialists.

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