



Friday, May 4, 2018
7:30 am - 3:30 pm
Killington Grand Resort
Killington, Vermont

**Hunger
Action
Conference
2018**

vtfoodbank.org/event/hac

Diversity & Inclusion

INTRODUCTION TO APPRECIATIVE INQUIRY

YOUR PRESENTERS TODAY ARE:

- Julie-Ann Graves

Chief Financial Officer at the Vermont Foodbank

INTRODUCTION TO APPRECIATIVE INQUIRY (AI)

AND

Francine Chittenden

Director of Human Resources at the Vermont Foodbank

VIDEO/DISCUSSION - “CELEBRATE WHAT’S RIGHT WITH THE WORLD” - With DEWITT JONES

WELCOME TO APPRECIATIVE INQUIRY (AI)

Welcome! I am Julie-Ann Graves and I have been the CFO at the VFB for almost 15 years. In 2012 I attended the Vermont Leadership Institute and it was there that I learned about AI. Today Francine and I will be sharing with you the concept of AI. I will share with you how AI has changed my life through some personal stories, Francine will talk a little bit about what it has done for our organization, and we will see a 20 minute video with questions/discussion.

WHAT DOES (AI) MEAN?



IN•QUIR•Y

Noun - an act of asking for information.

AP•PRE•CI•ATE (..is actually an economic term)

Verb - to recognize the full worth of....to grow in value....



ACTIVITY

MY FAVORITE QUESTION - - - - -

“What’s the best thing that’s happened today?”

WHAT IS APPRECIATIVE INQUIRY?



APPRECIATIVE INQUIRY (AI) IS A STRENGTH BASED APPROACH TO CHANGE AND GROWTH THROUGH COOPERATIVE CAPACITY BUILDING BY ASKING QUESTIONS.



AI IS NOT EASY.....BUT IT IS SIMPLE!

AI DOES NOT -

- ☺ TRY TO CHANGE “PEOPLE”
- ☺ TRY TO MAKE PEOPLE CONFORM
- ☺ REPLACE ANYTHING, BUT BUILDS ON WHAT IS WORKING
- ☺ START AT THE TOP...ANYONE CAN DO THIS!
- ☺ SHUT PEOPLE DOWN

LOOK WITHIN THE ORGANIZATION (GROUP OR TEAM) FOR WHAT IS POSSIBLE!

IT'S ALL ABOUT ENERGY!



©

- We've all been on teams that didn't work (..it is exhausting and energy zapping)

IT'S ALL ABOUT ENERGY!

- And we've all been on teams that did work (leaving us feeling energized, happy and wanting more)



AI TOUCHES ON OUR EMOTIONS-----

-----14 OF THEM TO BE EXACT!

JOY

DELIGHT

KINDESS

CURIOSITY

COURAGE

RELIEF

RESPECT

GRATITUDE

INTEREST

CONNECTION

RELATEDNESS

PLAYFULNESS

AWE

LOVE

AI BUILDS ON SEVERAL ASSUMPTIONS, INCLUDING:

- In every society, organization, or group, something works
- What we focus on becomes our reality
- The act of asking questions of an organization or group influences the group in some way
- What we want already exists.....in ourselves, our organizations and our families

“It’s easy to spot peoples weaknesses and hard to spot their strengths.” Mr. Amin Lieman

AI helps us view the world differently. Instead of viewing things from a deficiency perspective (what’s wrong, what’s missing) we try to view the world more positively; we look for what’s right in the situation and we look for opportunities that can be embraced. (If something is going right we might ask ourselves - “how do we/I do more of this?”)

(Note: AI does not ignore problems.)

“BE THE CHANGE YOU WANT TO SEE IN THE WORLD” Gandhi

- Always begin with a question, (an honest desire to learn about something)
- Assumes the positive exists and is waiting to be discovered
- Identify strengths instead of weaknesses resulting in change and innovation

The Power of the Positive Question -

Approach #1: Why isn't this team doing better? What's causing the issue and who is responsible? What can be done to change the situation?

Approach #2: Tell me about a time, when working with this team, when performance was high and you felt engaged and valued. What were you and the others doing? What factors were present that supported these moments?

The Power of the Positive Questions at Vermont Foodbank -

Time Line

Fundraising

Board of Trustees

Human Resources



Diversity & Inclusion

“Create an alignment of strengths within a system, to make weaknesses irrelevant.” David Cooperrider

Peter Drucker (management consultant, educator, and author) asked David Cooperrider, “What is the great task of leadership?” He said, “create an alignment of strengths within a system, to make the weaknesses irrelevant.”

....and that’s what AI does.

“If you look at what you have in life, you’ll always have more. If you look at what you don’t have, you’ll never have enough.”
Oprah

LOOK FOR OPPORTUNITIES.....

A SHOE FACTORY SENDS TWO MARKETING SCOUTS TO AN UNDEVELOPED RURAL COUNTRY TO STUDY THE PROSPECTS FOR EXPANDING BUSINESS. ONE SENDS BACK A TELEGRAM SAYING:

SITUATION HOPELESS*STOP*NO ONE WEARS SHOES

THE OTHER WRITES BACK TRIUMPHANTLY,
GLORIOUS BUSINESS OPPORTUNITY*STOP*THEY HAVE NO SHOES!



SOMETHING TO THINK ABOUT.....

BY ASKING A QUESTION YOU IMPACT THAT INDIVIDUAL....SO MAKE IT AN APPRECIATIVE QUESTION.



AND....BEE CURIOUS!



IF YOU WANT MORE AI:

- ☺ READ THE “THIN BOOK” (www.thinbook.com)
- ☺ READ “WHO MOVED MY CHEESE” By Spencer Johnson M.D.
- ☺ Go to YouTube and search - “Appreciative Inquiry”
- ☺ READ OR WATCH “THE SECRET” By Rhonda Byrne
- ☺ David L. Cooperrider Center for AI at Champlain College
- ☺ Try it at home - Instead of, “what happened at school today or how was your day?” ask - “What’s the best thing that happened today?”
- ☺ HAVE FUN WITH IT...AND PRACTICE - PRACTICE - PRACTICE!!