

**“A sacred space (container) is a place where people can share their most authentic feelings & thoughts. In authentic conversations, trust grows. The group pays attention, adapts, learns, discovers, and generates knowledge. When we participate in such a group, we feel consciousness expand and gain more faith in our own potential.”** ~Kim Cameron



## A.I. Principles

*The purpose of AI is to transform challenges into powerful strategic questions . . . to quickly discover the strengths, best practices, and passions for improvement and innovation that already exist in your organization . . .”*

~David Cooperrider



### **Words create worlds** (Social Constructionism)

That what we believe to be real in the world is created through our social discourse, through the conversations we have with each other that lead to agreement about how we will see the world, how we will behave, what we will accept as reality.

*“We need to think of words as actions, as powerful tools that do things.”\**

### **Image inspires action** (Anticipatory)

Belief in the impact of anticipatory images – understanding that behaviour and decisions about actions that are based not only on what we were born with or learned from our environment, but also on what we anticipate – what we think or imagine will happen in the future (e.g., heliotropic – sunflower grows toward direction of the light). The organization will grow towards to the most positive images that are held.

*“Positive images of the future may be so powerful that they guide us at the cellular level. Studies of the placebo effect, for instance, have demonstrated that images of health and well-being might play an important part in actually releasing the bodily mechanisms necessary for healing and recovery.”\**

### **People commit to what they have voice in creating** (Wholeness)

Bringing all stakeholders together in a large group format, it is clear that everyone has a voice (an insight) in the creation of the outcome. Using a whole systems approach stimulates creativity and builds individual, organizational and multi-organizational capacity.

### **We can choose** **what we study** (Anticipatory)

Valuing story telling as a way of gathering holistic information that includes not only facts, but also the feelings and effect that people experience.

Belief that an organization is an open book with stories waiting to be told.

*“What we study – what we ask questions about – should be guided by the vision of the world we want to co-create.”\**

### **Inquiry creates change** (Simultaneity)

A realization that inquiry is change; that the first question we ask is fateful. The organization will turn its energy in the direction of the first question, whether positive or negative – seeds of change are then embedded.

*“Since every question into a social topic begins a conversation that creates, maintains or transforms a way of being and doing, there is no such thing as a ‘neutral question.’”\**

### **Positive questions lead to positive change** (Positive)

A belief that a positive approach to any issue is just as valid as a basis for learning and that it is just as contagious as a negative approach – makes taking the positive stance an antidote to cynicism.

*“Hopeful imagery, embedded in discourse, attract energy and mobilizes intention and action.”*

~ Frank J. Barrett\*

*“The rapid speed of change that we face today requires us to continually search for new and innovative solutions to the complex problems we encounter. Experience has shown us that the ability to reframe, to shift our mindset is a valuable skill for managers, leaders and individual contributors.”* ~Frank Barrett

The Appreciative Inquiry principles provide us a compass to help us to achieve new and innovative solutions that people will implement.