

What is team development?

Appreciative inquiry is an exciting new approach to achieving organizational growth and change. Appreciative Inquiry:

- ◆ Treats the organization as a living human system, increasing the sources of growth and development
- ◆ Works with the best of the organization, so development comes from a place of strength
- ◆ Recognizes that good feelings provide energy for change, so change becomes energizing and motivating
- ◆ Pulls on the power of imagination to motivate people to change, so that less management energy goes into pushing change and more to shaping and guiding change activity
- ◆ Involves large number of people, so more people have an investment in what happens
- ◆ Allows everyone to find a positive connection to change, reducing resistance issues

When might I want to use Appreciative Inquiry?

This is a very good question, not all groups are teams. For team development to be a worthwhile investment the achievement of the task must be dependent on the team working together. In teams people are dependent on each other for a successful outcome.

There are many situations where team development is a good investment

- ◆ When a team is newly established
- ◆ When an existing team takes on new members
- ◆ When there is a change in the core team task
- ◆ When there is a change in organizational context for team
- ◆ If two or more existing teams are merged into one
- ◆ When a team is performing poorly
- ◆ When there is unresolved conflict within the team, or with another organizational group
- ◆ If there is a sudden loss of team performance
- ◆ When there are consistent reports of poor team morale, de-motivation, or a team has unexpectedly failed at a task
- ◆ When the team experiences a change of leadership

What does using Appreciative Inquiry involve?

Appreciative Inquiry can be used very flexibly to adapt to different organizational situations and needs. Broadly speaking you can expect:

- ◆ Help in getting your organization to a place where it can respond positively to an appreciative approach
- ◆ Help identifying your organizational topic for inquiry and question development
Help in indentifying the appropriate people to involve
- ◆ Summit, event or process design and delivery
- ◆ Very close involvement in all aspects of the design to ensure everyone understands what is happening and why
- ◆ A willingness to flex and adapt to work with your existing processes or ideas
- ◆ A strong reliance on Appreciative Principles combined with a flexible approach to process delivery

We're quite a large organization, could you cope?

There is a developing network of Appreciative Inquiry practitioners in the UK. Access to this resource means I can easily scale up my service to accommodate larger projects.

Useful further links

For more information on Appreciative Inquiry please visit our [Appreciative Inquiry](#) specialist information site where you will find articles, presentations, my book, other books and useful links.

Make a difference now. Call me on 020 8293 0017, or [email me](#) to find out more about what Jemstone Consultancy team development can do for you or your colleagues.