Nebraska School Study Council/University of Nebraska – A Three Year Study

Poor Readers
90 wpm to 150 wpm

Strong Readers
350 wpm to 2900 wpm
Appreciative Leadership:
The Nexus of Three Revolutionary Fields

Never try to teach a pig to sing. It only wastes your time and annoys the pig.
Appreciative Inquiry

Learner Questions
- What do I want?
- What works?
- What are the facts and what can I learn?
- What are my choices?
- What action steps make sense?
- What’s possible?

Judger Questions
- What’s wrong with me?
- Whose fault is it?
- Why are they so stupid?
- How can I prove that I’m right?
- Haven’t we been there, done that?
- Why bother?

Consequences
- A mood of optimism, hope, and possibilities
- A mindset that’s thoughtful, understanding, flexible
- Relating that is connected and collaborative
- A mood of pessimism, stress, and limitation
- A mindset that’s judgmental, reactive, inflexible
- Relating with “attack or defensive” behaviors

Appreciative Inquiry Process

1. Discover the best of what is and what makes it that way
2. Dream what could be the vision for the future
3. Design a plan to realize the vision based on best practice
4. Deliver on what will make the plan sustainable

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"Thoughts on Organizational Management" - www.organizationalmanagement.blogspot.com
A very inclusive process of inquiry, understanding, planning and action
... leading to the creation of preferred futures
... built by combining the best of our past with our hopes/aspirations, assets, opportunities and core values

An exceedingly comprehensive approach to:
... generating “learnings” about businesses, or organizations, or societies, or processes
... and translating those “learnings” into practical innovations for our.

An invitation for people to co-create the sort of businesses, or organizations, or societies, or networks in which they want to live.