

Methodology:

We believe learning should be fun, and we design all our seminars with the adult learner in mind. You can expect us to:

- Make every session innovative, comprehensive, and motivational.
- Adapt to the uniqueness of each class.
- Use realistic examples and case studies.

Instructors:

Wilma Randall

Wilma holds a B.S. in Education, Training and Development and has achieved her national professional certification through the American Society for Training and Development. She designed, developed and implemented a comprehensive, year-round training program for a major non-profit organization; the program is now used as a model in that sector. Wilma has served on numerous local, state and national boards of directors, and she has a Masters Degree in Organizational Development.

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Lori Hoppes

Lori specializes in interactive learning in adult education through confident and animated presentations. She is a Certified Challenge Course Instructor and holds a B.S. in Education, Training and Development. Lori's background includes designing, coordinating and delivering training programs and seminars across a wide range of venues.

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Inquiry is potential becoming aware of itself.

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Appreciating Positive Change

Offered by



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Appreciating Positive Change

Purpose:

Appreciating Positive Change uses

Appreciative Inquiry to focus on what teams are doing right. Through dialogue involving discovery of successes, dreams of what might be, and shared vision, teams will construct and unleash the future together.

You will learn:

- The benefits of using Appreciative Inquiry within teams to facilitate change.
- To frame critical questions that help determine the gap between what is, what could be, what should be, and what will be.
- To build on existing strengths and wisdom; valuing “what is.”

You will receive:

- Job aids you can use to promote positive change within teams.
- A bibliography of suggested reading materials.

You will:

- Interact and network with your colleagues.
- Learn by doing.
- Develop an action plan for leading the way toward positive changes within your organization.

Objectives

- **Clarify the difference between the AI approach and traditional approaches.**
 - Learning about AI.
 - Discussing shifting paradigms.
- **Agree on desired outcomes.**
 - Discussing critical success factors.
 - Discussing major phases of the AI approach.
- **Develop an interview protocol for gathering data.**
 - Deciding how to gather data.
 - Determining what data to record.
 - Creating a customized interview protocol.
 - Practicing AI interviewing skills.
- **Test the interview protocol.**
 - Conducting one-on-one interviews.
 - Revising the protocol based on results of interviews.
- **Create a plan for collecting and analyzing data.**
 - Identifying stakeholders.
 - Outlining the steps for data collection, analysis, and presentation.
- **Agree on next steps.**
 - Taking action.
 - Assigning responsibilities.
 - Setting dates.