



SAMATVAM
ACADEMY

Human and Organization Development

A 5-day Learning Workshop

on

Appreciative Inquiry

from

August 07 to 11, 2017



Appreciative Inquiry (AI) is an Organization Development methodology that delivers innovation, adaptation and change in a dynamic, fast-paced environment. It is a paradigm for accelerating organizational learning so as to help build positive, life-centered organizations.

Every organization has strengths gained from positive achievements and people also aspire for greater accomplishments. AI shows the way to discover strengths, and to deploy them to create the desired future for both the individual and the organization.

Using AI, we discover the forces of vitality of our organization, and build upon these to formulate the organization's aspired future. Its core methodology of celebrating the springs of vitality in a human system unleashes collective energy.

Appreciative Inquiry (AI) catalyzes change, literally at the speed of imagination. It helps organizations get faster and more sustained results. AI enhances performance by inspiring people to create the change needed. In AI we do not overlook problems (weaknesses from the past), but creatively "reframe" them as opportunities.

AI has been employed successfully at the individual, team and organizational levels in diverse functions, cultures and geographies across the world. This paradigm has found application in organizational transformation, coaching and mentoring, leadership development, conflict resolution, mergers and integration, strategic planning, business improvement, employee engagement, team development and numerous other areas.

The practice of Appreciative Inquiry is designed around a four- phase process that relies on conversations to strengthen a group's capacity to connect with and enhance its own productive potential.

Learning Objectives:

Participants in this program shall:

- Learn to shift perspective from “what's wrong” (problem) to “what's right” (opportunity), and ask new and powerful questions designed to bring results.
- Motivate and inspire others through a dialogue on strengths and possibilities, so as to fully harness the talents and capabilities of individuals, teams and organizations.
- Understand and experience the 4-D framework that guides Appreciative Inquiry.
- Create appreciative interview protocols, skillfully conduct interviews, carry out thematic analysis of appreciative data and construct Impact Statements that work as blueprints for concrete action
- Learn how to initiate and facilitate Appreciative Inquiry projects in diverse areas that include customer service, cultural transformation, mergers and integration, strategic planning, business improvement, and employee engagement.
- Apply the Appreciative Inquiry framework to a variety of situations and organization issues to help achieve business objectives.

Who Should Attend:

Organization and Enterprise leaders from all kinds of product and service organizations would find the program very useful. Senior members of the Human Resource, Learning and Organization Development communities would benefit immensely by attending this workshop.

Dates	:August 07 to 11, 2017 (Monday – Friday)
Type	:Non-Residential (Participation is restricted to a maximum of 16 persons)
Venue	:Hotel Pride, # 5 University Road, Pune – 411 005
Program Fee	:The fee of this program is Rs. 50,000 per person, plus 14.50% service tax. This includes tuition fee, course material, lunch and tea/coffee.
Program Manager	:Mr. Dilbag Singh (Telephone: +91 98997 77100; E-mail: dilbag@samatvam.co.in)
Registration	:To register for the workshop, please visit http://www.samatvam.co.in/procedure.html

The Faculty



Dr. Sunil Maheshwari is regarded as an international authority in the theory and practice of appreciation and other strength-based approaches for personal and organizational effectiveness. His developmental expertise has been fine tuned in the course of a 13-year corporate career in Human Resource Management, working with RPG Enterprises, Gillette, Wipro Corporation, Tata Management Training Centre and Ernst & Young in various managerial roles.

Sunil is the founder of Samatvam Academy. He has facilitated executive education at the Tata Group, ITC, Xerox, Ranbaxy, Philips, Mahindra & Mahindra, GAIL India, FICCI and DCM Shriram (among others), and executive coaching is his passion.

Sunil completed his PhD on “Relationship between Appreciative Intelligence and Leadership Capability” from FMS, University of Delhi and also has an MBA from the same institution. Prior to this, he schooled from Mayo College, Ajmer with flying colors in athletics, dramatics and debating, and went on pursue a Bachelor’s degree in Industrial Engineering (1992) from Nagpur University. He has also completed the prestigious Certificate Program in Experiential Learning and Training from the NTL Institute of Applied Behavioural Sciences, USA.

Sunil is a graduate of the Certificate Program in Yoga Education from The Yoga Institute (TYI), Mumbai. He has extensively taught and researched the role of Yogic sciences in delivering health, harmony, and happiness for human beings in society.



Dr. Ashutosh P. Bhupatkar is a noted management educationist, and an expert in the areas of Organization Development, Human Process Work and Indigenous Management. He was most recently the Project Director and Head of the Pearl School of Business, Gurgaon. Prior to this, he was the Director of the Institute of Management Development and Research, Pune (1989 - 2005).

Dr. Bhupatkar obtained his B Com. from University of Pune (1971). Subsequently, he qualified as a Master of Management Studies from the Jarnalal Bajaj Institute of Management Studies, Mumbai (1973). He returned to the University of Pune for completing his PhD in Management (1993). He has authored some innovative research papers and conducted management development programs at several institutions of repute.

Dr Bhupatkar joined academics after nearly a decade of experience (1973 - 1982) in companies that include Maharashtra State Textiles Corporation and Electronica Machine Tools Ltd. Presently, he is an independent director on the Boards of two companies - The House of Pearl Fashion Ltd. and Twin Engineers Ltd.