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Special issue on 'Appreciative Inquiry'

Greetings of the festival season !!

Never was there a contributor who didn't feel the need for appreciation on a job well done.

Organization theories may come and go. But the need for affirmation and appreciation continues to be at the center of human nature and organization development.

Sattva's latest special issue digs into the subject of 'Appreciative Inquiry'. You'll get to know in deep detail how one needs to discover the outstanding attributes of people – their unique gifts, strengths, and exceptional qualities.

Trust you'll find it enlightening.

As always, we shall look forward to hearing from you.

Warmly,

The Editorial Board

Appreciative Inquiry: A Conceptual Study



Appreciative Inquiry involves a systematic discovery of what gives “life” to a living system when it is most alive and most effective in economic, ecological, and human terms.

AI seeks to discover the outstanding attributes of people – their unique gifts, strengths, and exceptional qualities. More.

Appreciative Inquiry: Decoding the four elements



Just as Hydrogen and Oxygen combine to make water, the twin concepts of “appreciation” and “inquiry” combine to

produce a vital, powerful and catalytic effect on leadership and organization development.

It comprises four essential elements as explained below.



Appreciative Inquiry Decoding the four elements

Discovery



Discovery begins with interviews that help one locate, illuminate, and understand the distinctive strengths that lend the organization life and vitality when functioning at its best. More.

Dream



Once the organization discovers its positive core, the next step is to imagine and envision its future. Here the participants are encouraged to talk about not what is, but what might be a better organization and a better world. More.

Design



This phase engages as many members of the organization as possible in bringing to life the new images of the future, both the overall visions of the dream stage and the more specific impact statements of the redesign stage. More.

Destiny



The destiny phase represents both the conclusion of the discovery, dream and design phases and the beginning of an ongoing creation of an 'appreciative learning culture.' More.

ARCHIVES

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