



## Centre for Leadership and Community Learning COURSE OUTLINE

**Division:** Centre for Leadership and Community Learning  
**Program:** Individual Management/Leadership Electives  
**Course Code:** **MGMT 135**  
**Course Title:** **Appreciative Inquiry**  
**Course Effective Date:**

**Previous course code & title:**

**Required**

**Elective**

**Credits: 1.0**

**Total Course Hours (face-to-face): 14**

**Lab Hours (if any): NA**

**Practicum Hours (if any): NA**

**Delivery Method:**

**Face-to-face**

**Distance**

**Online**

**Prerequisites:** **None**

**Equivalent Course(s) within the JI:**

**Brief Description:**

Appreciative Inquiry (AI) is an energizing organizational change and group development approach that works well with workplace or classroom groups. Unlike the traditional problem-based approaches which focus on what is not working well, AI focuses on what is working well (appreciative) by engaging people in asking questions and telling stories (inquiry). This shift in focus to the positive generates life within the organization/group allowing it to move more effectively towards its goals. Participants will examine the theory behind Appreciative Inquiry, engage in the 5 D model (Definition, Discovery, Dream, Design and Delivery), and explore ways to apply Appreciative Inquiry in their own organizations/groups. Participants will practice interviewing, telling stories, writing stories and generating themes from these stories.

**Evaluation Profile:**

**Attendance only**

**Credit / No Credit**

**Complete/Incomplete**

**Pass/Fail**

**Letter Grade**

**% Grade**

**Passing Grade (if applicable): Credit granted**



### **Evaluation Methods and Percentage of Total Grade:**

100% attendance in all classes;

Active contribution in large and small group discussions and activities.

Self evaluation

Role plays

### **Learning Outcomes / Goals:**

At the end of this 2 day, 14 hour program participants will be able to engage in dialogue using the appreciative inquiry model.

### **Learning Objectives:**

Upon successful completion of this course, the participant will be able to:

Identify the basic theory behind Appreciative Inquiry

Define a topic

Design interview questions

Conduct interviews

Work with data from interviews

Apply Appreciative Inquiry to group development and organizational change processes

### **Course Topics/Content:**

Create an appreciative climate

Identify AI definitions, theories, models

Identify uses of AI

Define the topic

Design interview questions

Conduct interviews - discover

Work with data from the interviews (discover)

Create images, provocative propositions (discover and dream)

Design ways to make it happen (destiny)

Explore ways to apply appreciative inquiry



### **Text and Resource Materials:**

*Required:*

*Recommended:*

### **Comments and Course Policies:**

***Evaluations:***

***Course outline changes:*** All changes to course outlines communicated to learners in class.

***Jl Policies refer to website:***

[www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm](http://www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm)