

Justice Institute of British Columbia
COURSE OUTLINE

Course Code: MGMT135
Course Title: Appreciative Inquiry
Prerequisite Courses: None
School: Community and Social Justice
Division/Academy/Centre: Centre for Leadership
Previous Course Code & Title:
Course First Offered: March 2005

# of Credits:	1.0
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Course Description:

Examine the theory behind Appreciative Inquiry (AI), engage in the 5D model (Definition, Discovery, Dream, Design, and Delivery), and explore ways to apply it in your organization or group. AI is an organizational change and group development approach that focuses on what is working well (appreciative) by engaging people in asking questions and telling stories (inquiry). This shift in focus, from what is often a problem-based approach, to the positive generates life within the organization or group, enabling it to move more effectively towards its goals. This course may also be used as an elective in the Instructor Development Certificate.

Course Goal(s):

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.

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

Learning Outcomes:

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

1. Identify the basic theory behind Appreciative Inquiry
2. Define a topic
3. Design interview questions
4. Conduct interviews

5. Work with data from interviews
6. 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:

Use APA style; specify chapters where applicable. ([APA Style Guidelines](#))

Required:

Recommended:

Course Level:

	First Year		Second Year		Third Year		Fourth Year
	Graduate		Other (describe): Professional Path				

Equivalent Course(s) within the JIBC: None

Class Delivery Methods:

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	7			
Simulation/Lab	7			
Practicum/Fieldwork				
Online				
Correspondence				
Total Class Hours	14			

Comments on Delivery Methods: This course is participatory in nature and includes a variety of small group discussions, role plays, reflective activities and large group discussion/lecture.

Course Grading System:

Letter Grades	Percentage	Pass/Fail
Complete/Incomplete	Attendance Only	

Passing Grade:	Pass
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Evaluation Activities and Weighting:

Final Exam	%	Assignments	%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	%	Other	%
Quizzes/Test	%	Simulations	%	Practicum	%	TOTAL	100%

Comments on Evaluation Activities and Weighting:

You must attend the full course to receive credit.

Other Course Guidelines, Procedures and Comments: None

View official versions of related JIBC academic regulations and student policies in the *JIBC Calendar* on the following pages of the JIBC website:

Academic Regulations:

<http://www.jibc.ca/programs-courses/jibc-calendar/academic-regulations>

Student Academic Integrity Policy
Academic Progression Policy
Admissions Policy
Academic Appeals Policy
Evaluation Policy
Grading Policy

Student Policies:

<http://www.jibc.ca/programs-courses/jibc-calendar/student-policies>

Access Policy
Harassment Policy – Students
Student Records Policy
Student Code of Conduct Policy

JIBC Core Competencies

The JIBC promotes the development of core and specialized competencies in its programs. Graduates of our programs will demonstrate high levels of competence in the following areas:

Critical thinking

Identify and examine issues and ideas; analyze and evaluate options in a variety of fields with differing assumptions, contents and methods.

Communication, oral and written

Demonstrate effective communication skills by selecting the appropriate style, language and form of communication suitable for different audiences and mediums.

Leadership

Inspire individuals and teams to reach their potential by embracing innovation through strategic thinking and shared responsibility.

Independent learning

Show initiative by acting independently in choosing effective, efficient and appropriate applied learning, research and problem solving strategies.

Problem solving

State problems clearly; effectively and efficiently evaluate alternative solutions; choose solutions that maximize positive and minimize negative outcomes.

Interpersonal relations

Know and manage oneself; recognize and acknowledge the needs and emotions of others including those with diverse backgrounds and capabilities.

Inter-professional teamwork

Understand and work productively within and between groups, respect others' perspectives and provide constructive feedback with special attention to inter-professional relationships.

Information literacy

Recognize and analyze the extent and nature of an information need; efficiently locate and retrieve information; evaluate it and its sources critically, and use information effectively and ethically.