



turning good ideas into great results

wholonomy

Explore How to Maximize the Potential of Individuals and Organizations using Appreciative Inquiry and Open Space Technology

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Sarah and Cassandra have facilitated using these methods and conducted trainings on the methods with a wide variety of organizations including staff and volunteers from the United Way of Southern Arizona, Arizona Early Education Funded Regional Partnerships, First Focus on Kids, Girls Inc. of Southern Arizona, Pinal Gila Community Child Services, Inc, and grantees and staff from two Robert Wood Johnson Foundation (RWJF) funded programs, Reclaiming Futures and Active Living by Design.

More about these methods:

Appreciative Inquiry This approach to change assists individuals and organizations identify what they are doing successfully so that they can do more of it. People build on their strengths to design a compelling future to move towards. There are four phases of Appreciative Inquiry (AI), discover, dream, design, and destiny. AI has been used in many ways— to conduct evaluations, develop strategic plans, to coach others, transform performance reviews, develop teams and leadership, and more. For more information about AI go to: *Appreciative Inquiry Commons at <http://appreciativeinquiry.case.edu/>*

Open Space Technology This method is an alternative to traditional meeting and conference formats which encourages creativity, generates enthusiasm, and produces extraordinary results. People self-organize to discuss what is most important to them and generate action towards the results they want. The four principles of Open Space Technology: Whoever comes are the right people, whenever it starts is the right time, whenever it’s over it’s over, and whatever happens is the only thing that could have. *For more information go to: www.openspaceworld.org*

What participants have told us about their experiences learning about these methods:

“I’ve learned that you get what you ask for, if you want positive you need to ask for positive.”

“I see that you can structure meetings to produce one of two outcomes, either drain the energy from the group or create increased energy.”

“Learning to ask powerful and transformative questions can dramatically alter what happens in meetings.”

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