

pre-conference with DAVID COOPERRIDER



Before starting the *World Appreciative Inquiry Conference*, 250 participants followed a 1,5 day preconference with David Cooperrider. The participants were sitting with eight persons around tables. During the keynote speech David Cooperrider asked questions and discussed with the people at the tables. A few quotes from participants shows how inspiring the preconference was for them.

At the preconference David Cooperrider explained how preparing an AI process means that 90% of the time is invested in the selection and choice of the right questions to start with. There are remarkable examples of organisations which experienced great results by using Appreciative Inquiry. The preconference was a keynote presentation about AI with group dialogues and there were three stories about what AI means in the changing process.

'I came out of the preconference with a lot of energy'

Bernard Tollec (France)

'At the preconference there were a lot of interesting people I could learn from'

Vicky Daniels (Belgium)

'Learning by doing by walking through the system'

Frank van der Endt (Netherlands)

'Very good, especially showing how the process works by telling stories.'

Gladys Lesia (South Africa)

250
participants,
1,5 day

Two stories were about organisations that have had the courage to experiment with Appreciative Inquiry: a group of schools in Hasselt (B) and a pharmaceutical company in Geel (B). Both cases show remarkably positive results. The results showed increasing levels of motivation and less absenteeism amongst the employees.

The employees feel more connection with the organisation they work in. In the story of the schools, the director Ronny Van der Spikken said: 'There are no weak or deficient children. We have to change our outlook in order to see the talent in every child. We have to create opportunities for both children and adults to develop their strengths. Then they can flourish and make a personal contribution to their surroundings.' The last case of Genzyme taught us the importance of changing conversations by introducing appreciative questioning. HR-director Wim Croonen testifies: 'Up to 30% of change efforts become failures, but introducing AI was successful and sustainable'. The Genzyme plant in Geel was awarded the 'Great place to work prize' in 2010 and 2012.

For more participant testimonials, watch the movie on the website

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Also based on the blog posted by Jacques de Bruyn