

CREATING CHANGE AND IMPACT

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A TALE ACROSS TWO CITIES...



MY LIFE ONE ONE SLIDE



“Learn and teach what I love”



ATKEARNEY



- Love of learning
- Curiosity and interest in the world
- Social intelligence



SOME OF OUR RECENT CLIENTS



UN MISSION OF HAITI



PLAN FOR OUR SESSION...

The Power
of Stories

Appreciative
Inquiry

Managing
Change

Wrap up

3 MIN. VIDEO CLIP FROM THE 'VOICE & INFLUENCE' PROGRAM AT STANFORD UNIVERSITY

HARNESSING THE POWER OF **STORIES**

Stanford

Michelle R. Clayman Institute
for Gender Research
Voice & Influence Program

SHARING A SIGNATURE STORY

You: (3 min.)

- Share a story of an accomplishment that you are proud of

Your partner: (1 min.)

- Gives you his/her full presence when you are sharing
- Gives you feedback on what they see your strengths to be from that story

REFLECTION QUESTIONS

- What are the stories that you tell about yourself?
- What the story to tell about others?

PLAN FOR OUR SESSION...

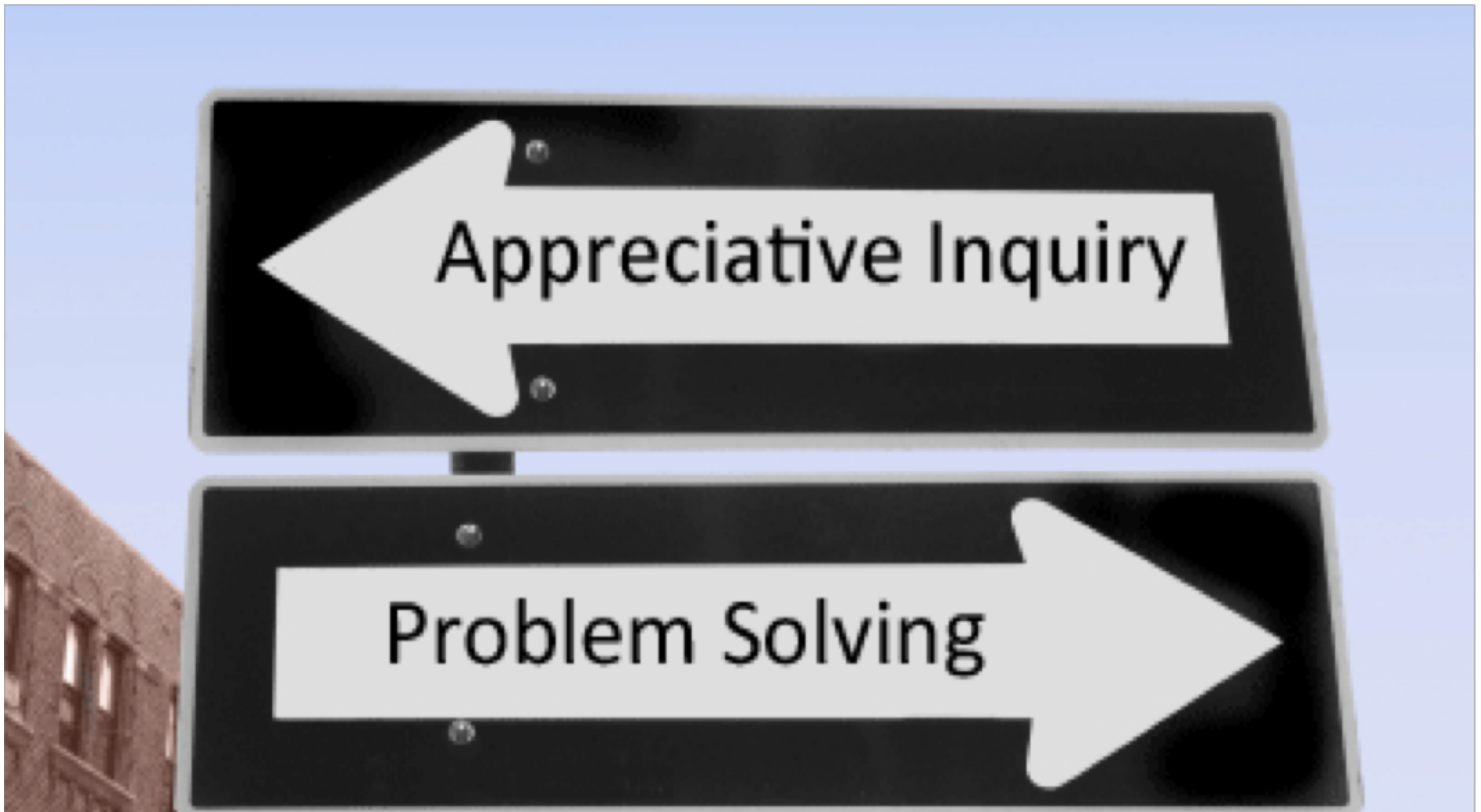
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APPRECIATIVE INQUIRY: A STRENGTHS BASED APPROACH TO CHANGE LEADERSHIP



THE SOURCE OF THE WORDS...

Appreciate

- Valuing...the act of recognizing the best of

THE SOURCE OF THE WORDS...

Inquiry

- The act of exploration and discovery
- The asking of questions
- To be open to seeing new potentials and possibilities

FIVE ASSUMPTIONS OF APPRECIATIVE INQUIRY

1. In every society, organization or group, something works.
2. What we focus on and the language we use creates our reality.
3. The act of asking questions influences the group in some way.
4. What we carry forward should include what is best about the past.
5. It's critical to value differences.

PREFACE TO APPRECIATIVE INTERVIEW

One could say a key task in life is to discover and define our life purpose and then accomplish it to the best of our ability.

Take a minute to write down some thoughts for the following questions....

THE QUESTIONS/PROMPTS

- Think about one or more defining moments in your life where you had a sense of clarity of life purpose.
- Now think about a time when you had a most energizing and positive team experience. What made that possible?
- What are your three best qualities or special strengths?
- Given the philosophy, “*You can be anything you want to be, do anything you want to do*”, what’s your vision for yourself 3 years from now?

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We live in the world our questions
create.

— *David Cooperrider* —

AZ QUOTES

THE ART OF THE QUESTION: WHAT WE FOCUS ON CREATES OUR REALITY

- Why do I still have
that problem?



THE ART OF THE QUESTION: WHAT WE FOCUS ON CREATES OUR REALITY

- Why do I still have that problem?
 - What possibilities exist that I have not thought about yet?
 - What's the smallest change that I could make that could have the biggest impact?
 - What's coming in the way of getting to a breakthrough?

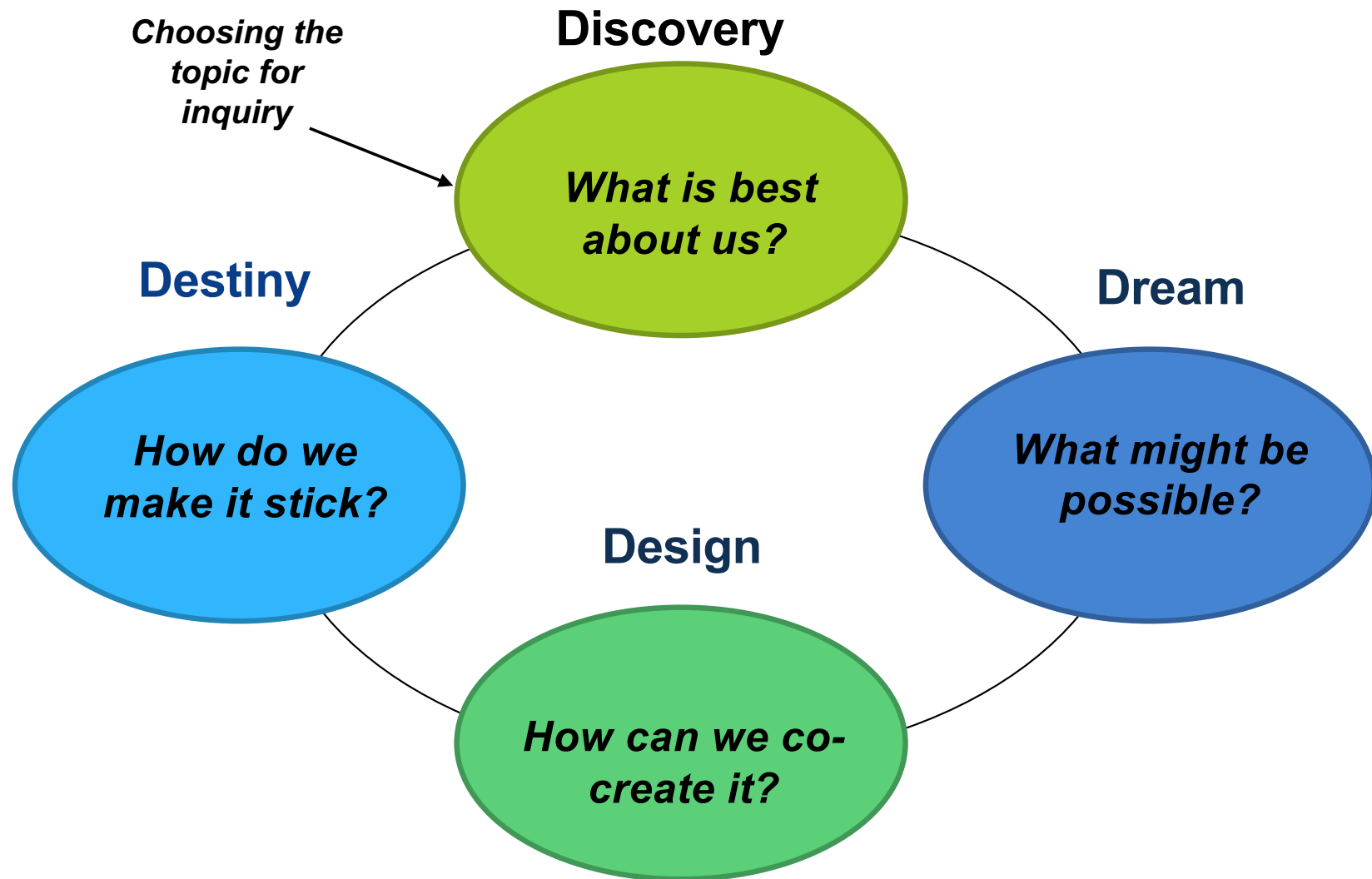
THE IMPACT OF POSITIVE IMAGES IN CREATING THE FUTURE...



VIDEO: FOCUSING ON BRIGHT SPOTS



THE 4 “D” APPRECIATIVE INQUIRY PROCESS



APPLYING THE 'BRIGHT SPOTS' APPROACH

- What's a leadership challenge that you're currently facing?
- How might you apply 'Appreciative Inquiry' to that challenge?

A NEW VISION FOR ORGANIZATIONS

“The task of leadership is
to create an alignment of strengths
that make a system’s weaknesses irrelevant.”

Peter Drucker

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THE CONTEXT: LIVING IN A “VUCA” WORLD



THE CHANGE CONTINUUM...YOUR COMFORT LEVEL WITH CHANGE



THE CONTEXT: WE'RE LIVING IN TIMES OF RAPID CHANGE

- What are some characteristics of change?
- What do people say about change?
- How would you describe it?



REFLECTING ON A PROFESSIONAL CHANGE

Think about a change in your professional career that you initially rejected, but later embraced:

- How would you characterize your thoughts and reaction at the beginning?
- How and/or why were you able to embrace it later?

ADVANTAGES AND CHALLENGES OF CHANGE

In your groups, generate a list of advantages and challenges of change:

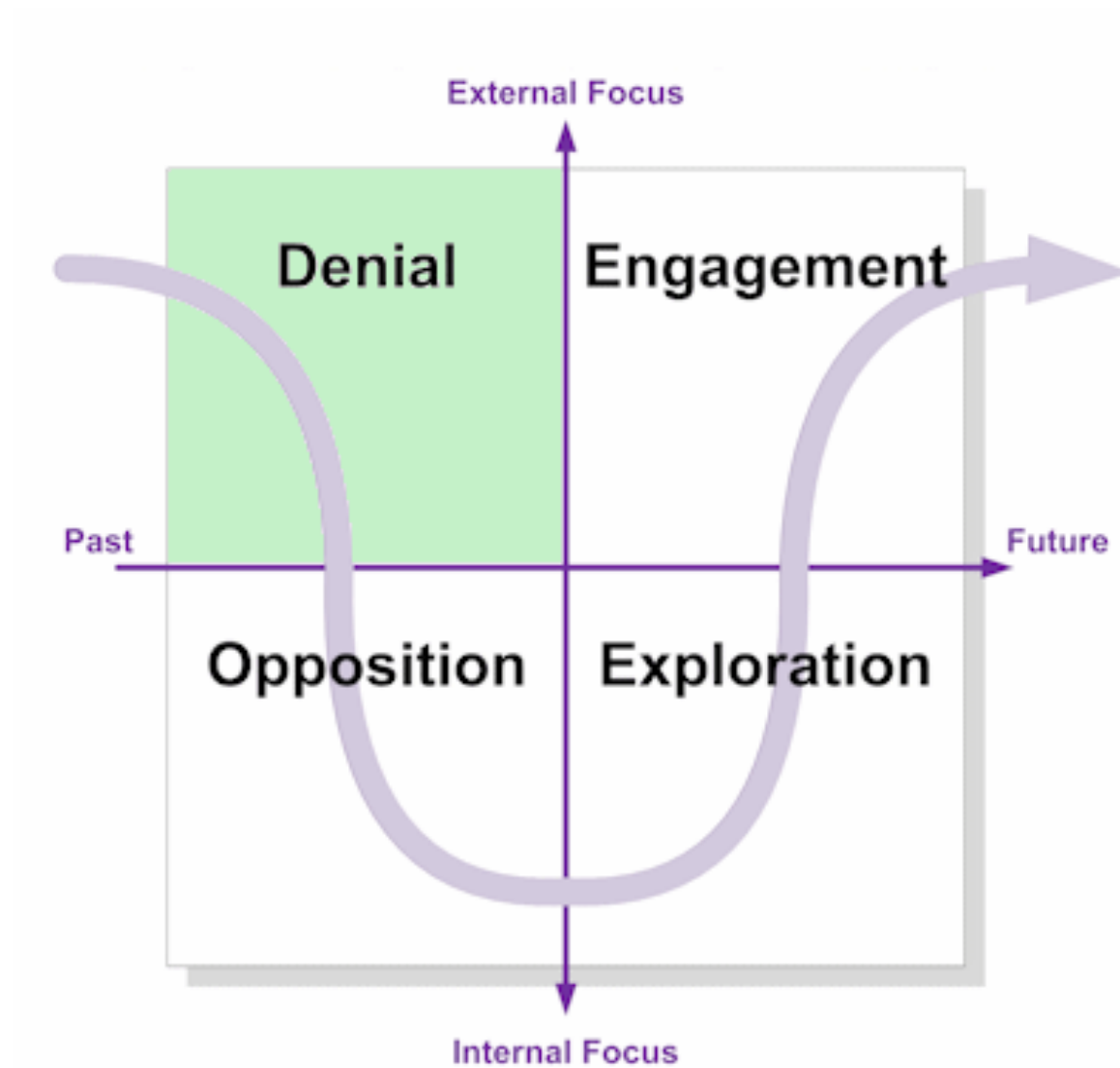
Advantages:

- 1.
- 2.
- 3.
- 4.
- 5.

Challenges:

- 1.
- 2.
- 3.
- 4.
- 5.

THE FOUR STAGES OF CHANGE

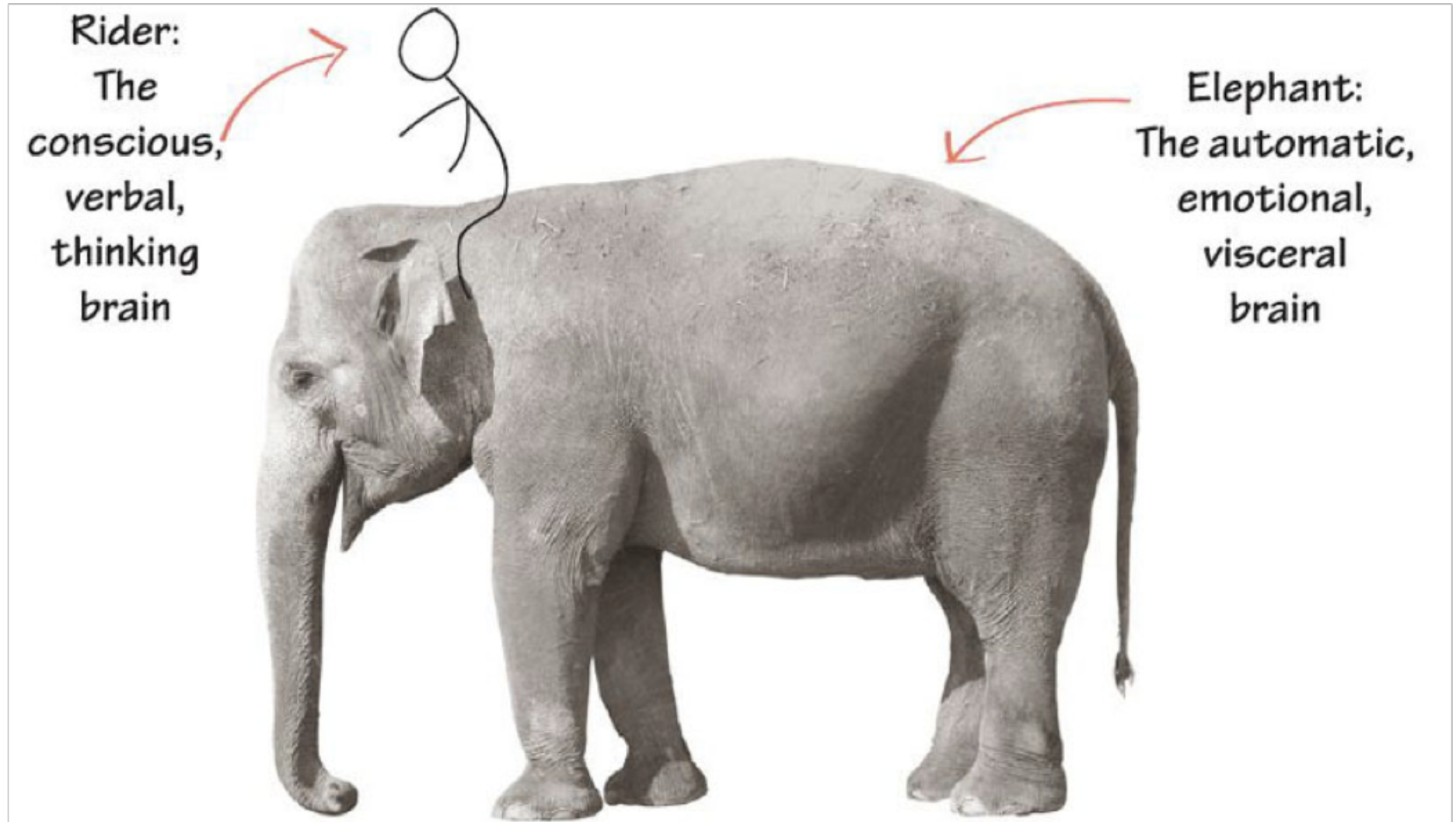


EXPLORING THE 4 STAGES

Identify a change that recently occurred professionally and reflect upon how you/your team progressed through the 4 stages over time:

- In which quadrant did you/your team spent the most and least amount of time?
- Which quadrant was the most difficult to move through and why?
- How can this insight help you in the future in coping with change?

THE ELEPHANT AND THE RIDER



WANT YOUR ORGANIZATION TO CHANGE: PUT FEELINGS FIRST



<https://www.youtube.com/watch?v=JhBzxy7CneM>

PLAN FOR OUR SESSION...

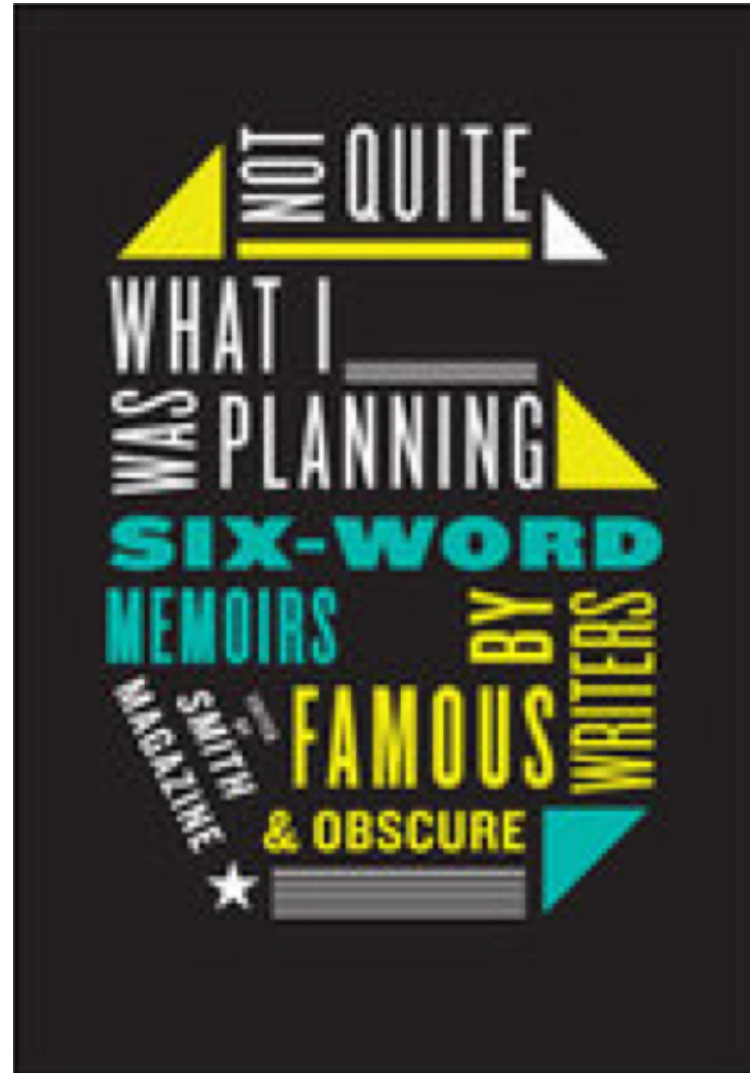
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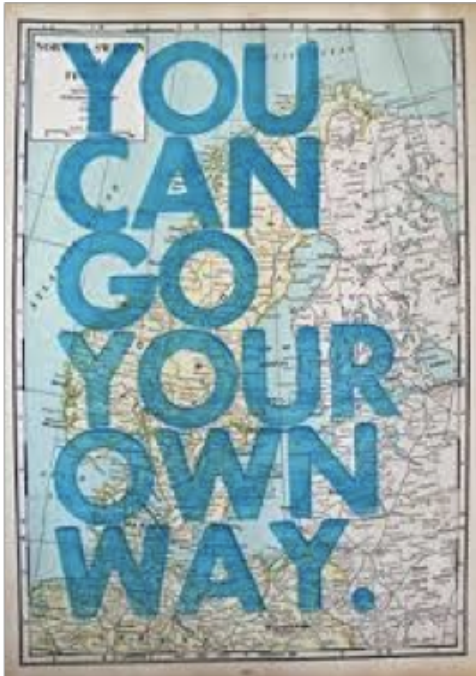
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YOUR SIX-WORD STORY: “SAY IT IN SIX”



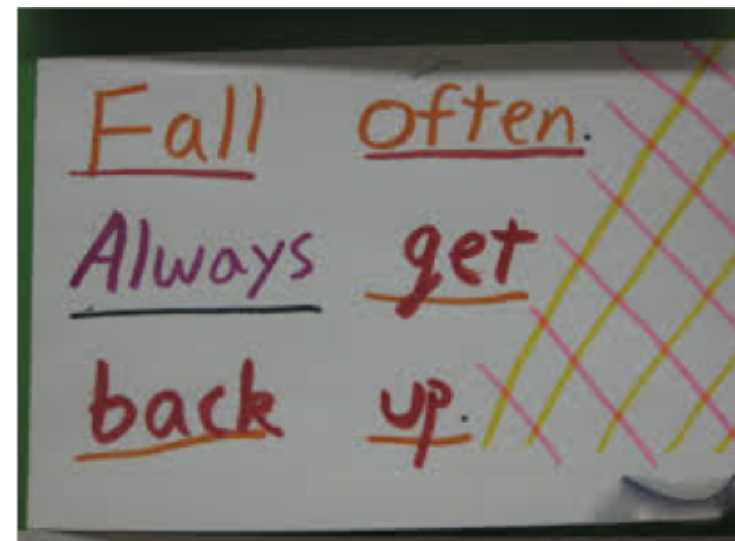
SOME EXAMPLES...



Unlike most, I'm
happy in life.

<http://six-word-memoirs.tumblr.com>

Went abroad.
Finally feel like home.



EDUCATION IS OPENING UP THE WORLD – NOT JUST WHAT'S OUTSIDE YOU BUT WHAT'S INSIDE YOU



THANK YOU!

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RESOURCES ON THE TOPICS

The Power of Stories:

<https://powerofstory.stanford.edu/resources>

Appreciative Inquiry:

<https://appreciativeinquiry.champlain.edu/learn/appreciative-inquiry-introduction/>

Resources from the Switch Framework on Change:

<https://heathbrothers.com/resources/overview/>