

*WOW Retreats!*

## **APPRECIATIVE INQUIRY *Retreats***

...people hold the key to vision and vision is the best springboard for change.

DARE TO DREAM IT!

DARE TO DESIGN IT!

DARE TO DO IT!

These are the hallmarks of Appreciative Inquiry. Appreciative Inquiry is the most uplifting and enlivening process we know for uncovering and unleashing vision.

AI is also a proven method for bolstering peoples' ability to change.

Do you want to build stronger teams? Do you need to launch strategic planning? Are you engaged in a culture shift? Or do you just want your company to shake the lead out?

Appreciative Inquiry will help lift minds and spirits for those efforts as well.

**WHO:** **WOW Retreats! APPRECIATIVE INQUIRY Retreats** is for any team or company who is on the verge of change or who wants to revitalize in any fashion. AI sets the stage for such endeavors by harnessing the energies of the people who will make the endeavors a reality. In this way, what might otherwise be energy devoted to resistance can be energy used for positive ends.

**WHAT:** **WOW Retreats! APPRECIATIVE INQUIRY Retreats** are half-day to full-day experiences that involve groups of ten to hundreds. The groups use a customized interviewing process to uncover opportunities ripe for fulfilling vision. Those opportunities are then shared in small groups, distilled into themes, and reported back to the larger group. The search for themes culminates in action-planning for future success.

**HOW:** **WOW Retreats! APPRECIATIVE INQUIRY Retreats** involve each and every retreat participant in powerful sharing experiences, asking them to delve into discussions about sensitive issues in a positive, yet provocative way. The discussion processes are structured, yet spontaneous; visionary, yet grounded in reality; challenging, yet doable.

In the end, the retreat process leaves a clear path for new ways and means with a deepened commitment on the part of even the most skeptical team members. The ultimate aim is that each participant leaves with a clarified vision and a renewed spirit to go with it. This is the foundation for organizational action.

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