

## Unleashing positive energy and enabling collective commitment *The Appreciative Inquiry (A.I.) Toolbox*

10 - 14 October 2016      Athens, Greece

### Course description

Appreciative Inquiry (A.I.) is a strength based approach towards large system change and development. A.I. works on the premise that every organic system has inherent generative forces, which when amplified, unleash positive energy and enable collective commitment. A.I. facilitates organization-wide changes through appreciative tapping of strengths, ideas, aspirations and co-evolved imagination, leading to co-owned and participative accomplishment.

This course includes Appreciative Leadership, Coaching and Supervision, Appreciative Performance Management and Engagement. It is an appropriate blend of experience, concept and skill-building practice at individual, small group and large group level.

### Methodology

A.I. is a proven methodology for leading systemic generative change in organizations and communities. Its diverse applications include: Strategic Planning, Vision-Values-Culture Articulation and Cascade, Leadership and Team Excellence, Coaching, Employee Engagement, Alliance Integration, Diversity and Inclusion, Community Change and Development.

### Designed for

This workshop is designed for staff members of any public or private organisation active in the field of education, training and Youth, or active in the labour market, more specifically for:

- Human Resources and Organisational Development Professionals,
- Change and Leadership Coaches and Consultants,
- Helping professionals (psychologists, therapists, social workers and counsellors)
- Adult education staff

### Programme

#### Day 1 Monday

- The history of 'Appreciative Inquiry'.
- A.I. Principles of Understanding and Practicing
- A.I. Process and Affirmative Topics: Learning and Practicing

#### Day 2 Tuesday

- Mapping 'Positive Core and Full Potential', Provocative Propositions, Appreciative Interviews
- Reframing 'Problem' into 'Possibility'
- Cultivating a generative approach

#### Day 3 Wednesday

- Practicing 'Appreciative Conversations'
- Applications of 'Appreciative Inquiry' in organisations
- Increasing cultural awareness

#### Day 4 Thursday

- Coping with prejudices: strategies and attitudes
- Multicultural awareness
- Cultural knowledge

#### Day 5 Friday

- Practical implementation
- Outdoor activity

### Instructor

Markos Perrakis holds a Ph.D. in "Leadership Styles and their Efficiency in Organisations" with publications in the fields of organizational psychology and coaching. He is trained in Systemic Consultation, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organisational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes. He is Founder and Managing Director of Fractality Organisational Development Services and ISO 9001:2008 Lead auditor.

### Date, Time and Place

Duration: 5 days  
Dates: 10 - 14 October 2016  
Location: Athens, Greece

### Participation Fee

The fee for this course is 670 Euros. More information on these funding criteria can be found on our [International Funded Workshop pages](#).

It includes tuition fee and educational material, certificates of participation and Europasses, welcome cocktail, gala dinner, one week card for all means of transportation in the city of Athens, half day excursion to idyllic Neptune Temple at Sounion Cape (<http://en.wikipedia.org/wiki/Sounion>) in Attica seaside (or similar).

Accommodation and meals are not included in the above fee, but can be arranged by FRACTALITY at special price/low cost for half or full board, in three or four star hotels in the city center. We can always manage low prices for groups. Ask us about it!

### Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#).

### Application deadline

Please note that the application deadline for Erasmus+ funding is the 2<sup>nd</sup> of February 2016, 12:00 CET.

### Contact us

If you have any further questions please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call us at +30210601052.