



AI-SOAR is definitely different from SWOT and traditional methods.

This provides another way to focus on (one's) strengths and includes the voices of relevant stakeholders.

Testimonials have been edited to enhance clarity.

APPRECIATIVE INQUIRY & SOAR WORKSHOP (AI-SOAR)

SYNOPSIS

Appreciative Inquiry (AI) is the most popular organisational development and change tool in use today. Originated in 1988 by David Cooperrider (Professor at the prestigious Weatherhead School of Management), AI helps us move away from a problem approach to a focus on strengths: It facilitates a move away from a “What’s wrong with me or the situation?” attitude to “What’s right with me or the situation?” attitude. By “appreciating” and building on our strengths (whilst being mindful of our weaknesses), we achieve the dream of what we could be.

Strengths-Opportunities-Aspirations-Results (SOAR) is a positive approach for helping develop change strategies. It is a tool complimentary to AI, and enables teams and individuals to audit the assets available when driving change as well as giving the means to achieve the change.

In this interactive and experiential session, you will be given a full understanding of both AI and SOAR so that you will be able to immediately use them in your life and work.

WHO SHOULD ATTEND?

Group process facilitators seeking to advance their facilitation practice

- Your background
 - ▶ Completed SPOT on Facilitation™ workshop
 - OR
 - ▶ Have at least one year of process facilitation experience
- AND**
- Conducted at least one process facilitation event which must include
 - ▶ Determining requirements
 - ▶ Design session
 - ▶ Deliver session
 - ▶ Familiarity with core practices and tools used in process facilitation

HOW CAN THIS WORKSHOP BENEFIT ME?

- Build your readiness, comfort and competence to adapt to dynamic emergent process
- Learn how to help individuals mobilise change agenda
- Provide support to organisations in strategic formulation, planning and implementation

DURATION

- 1 day (7 hours/day excluding breaks)
- 9am to 5pm

WHAT MAKES US EFFECTIVE?

- Experimental learning
- Opportunities to practice
- Extensive feedback by peers and experienced workshop coaches

Please refer to www.fns.sg for workshop dates.

LEARNING OUTCOMES

Appreciative Inquiry (AI)

- Understand AI and how it developed
- Begin using AI immediately in your own life and in your work
- Experience the Transformative Power of AI during the session
- Discover your Authentic Facilitation Style
- Help your Audiences Successfully Navigate Change
- Use AI to manifest the best in people
- Create positive methods to drive innovation
- Gain access to an of A-Z of AI tools with everything you need to get started on your AI journey

SOAR

- Clarify the transformative power of SOAR
- Move from a SWOT to a SOAR analysis
- Use SOAR to develop your own facilitation style
- Gain an understanding of where and how to use SOAR

WE NEED YOUR HELP!

We require 100% attendance and commitment from you due to the subject matter and methodology. We are unable to accept 'time-away' requests as this will disrupt the learning process for you and others.

WHAT WILL BE COVERED?

- A Positive Revolution in Change: Appreciative Inquiry
- AI: History, Definition and Key Principles
- AI: the 5 D cycle Define, Discover, Dream, Design, Destiny
- Understanding and Designing the AI Summit and the AI interview
- Getting the AI question right
- Appreciative Inquiry in Coaching, Team Development and Organisation Development
- Conditions for Success: When to use AI
- Introduction to SOAR: Strengths - Opportunities - Aspiration - Results
- Practice in using AI and SOAR for your own and other's development

Participants will receive:-

- Access to AI tools, workbooks and power point presentations

ABOUT THE FACILITATOR- Philip Merry: MsC, PhD Associate, CSPGlobal



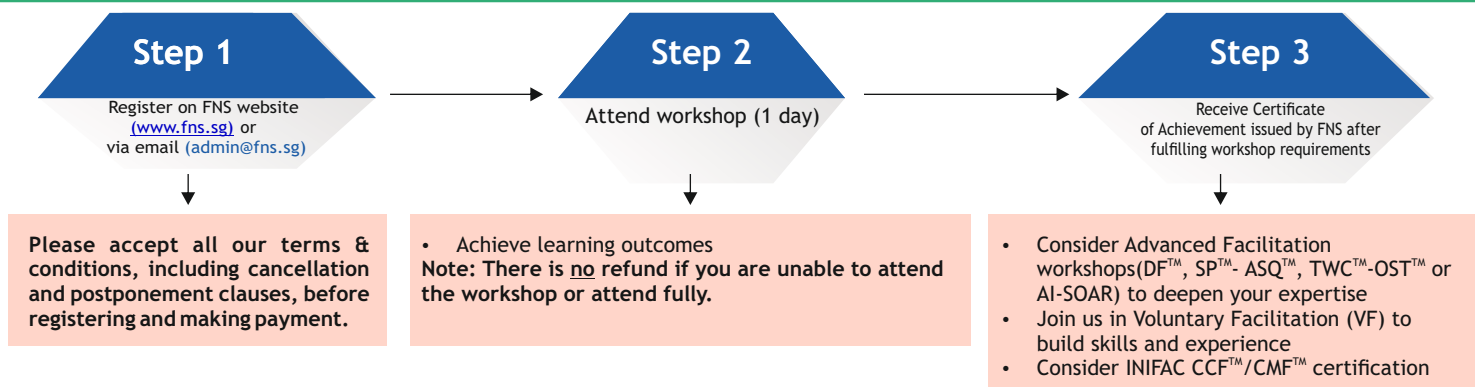
Philip has 37 years of experience conducting team and leadership projects in 59 countries and has been using and teaching AI since 1995. Certified in AI by its founder - David Cooperrider - Philip was also privileged to have regular sessions for 4 years when David was his PhD supervisor.

His Singapore company PMCG works with leading Singapore and global organisations and he is recognised as a leading global leadership and team consultant. Philip challenges teams and leaders to "raise the bar" on their performance by strengthening the mind-sets that drive Whole-Hearted Global Leadership, personal excellence, cultural

understanding, self-leadership and engagement for success in a global world. Organisations comment on his high level of skill when working in situations where "people" issues are impacting business results. He has the ability to entertain and put audiences at their ease, and establish a learning climate where people from different cultures feel comfortable to discuss sensitive business issues.

Philip was born in England and has lived in Asia for 31 years, and in Singapore since 1990. He is visiting fellow at Bristol University and Roffey Park Institute and external faculty at Duke University and Lee Kuan Yew School for Public Policy. He was also at one time a London taxi driver.

I AM INTERESTED. WHAT SHOULD I DO?



VISION

To be the leading regional hub of competent facilitators.

MISSION

To advocate and raise the professional practice of process facilitation. To enhance the credibility of the profession and provide value-added services to our stakeholders.

ABOUT US

FNS started as an informal network of facilitators in 2003. FNS promotes and supports the art and practice of professional facilitation in Singapore and the region, through methods exchange, collegial networking and support services. As a social enterprise, FNS operates with the agility of a private enterprise with a non-profit intent.

FNS manages the Certified Competent Facilitator™ (CCF™) certification, endorsed by the International Institute for Facilitation (INIFAC). FNS organises regular learning and development activities for facilitators in Singapore and the region. Our trained facilitators also volunteer their services to voluntary welfare organisations (VWOs) and not-for-profit organisations

Besides professional facilitation training, FNS facilitates meetings such as corporate retreats, strategic planning, focus groups, teambuilding, problem solving, group decision making and organisation development consulting (OD).

VALUES

Authenticity: Upholding trustworthiness by being true to ourselves and others.

Inclusiveness: Fostering synergistic partnership amongst the private, public and people sectors and embracing diversity in people and facilitation methods.

Results-Oriented: Achieving objectives and outcomes through effective and responsible facilitation.

Volunteerism: Promoting the contribution of time and expertise for the benefit of our community as a social responsibility.

OUR WORKSHOPS

We conduct regular workshops such as :

- Certified Competent Facilitator™ workshop (CCF™)
- SPOT on Facilitation™ workshop
- Dynamic Facilitation™ workshop (DF™)
- Strengths Portrait™ & Ask Stupid Questions™ workshop (SP™ - ASQ™)
- The World Café™ & Open Space Technology™ workshop (TWC™ - OST™)
- Appreciative Inquiry & SOAR workshop (AI - SOAR)

Please contact us at admin@fns.sg for customised training and/or facilitation services.

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