

## **David L. Cooperrider**

*Professor, Organizational Behavior*

*Director of University Center for Business as an Agent of World Benefit*

David L. Cooperrider is the Fairmount Minerals Professor of Social Entrepreneurship at the Weatherhead School of Management, Case Western Reserve University. Professor Cooperrider is past President of the National Academy of Management's OD Division and has lectured and taught at Harvard, Stanford, University of Chicago, Katholieke University in Belgium, MIT, University of Michigan, Cambridge and others. Currently David serves as Faculty Director of the Center for Business as an Agent of World Benefit. The center's core proposition is that sustainable value creation is the business opportunity of the 21st century, indeed that every social and global issue of our day is an opportunity to ignite industry leading innovation, eco-entrepreneurship, and new sources of value.



David has served as researcher and advisor to a wide variety of organizations including the Boeing Corporation, Fairmount Minerals, Green Mountain Coffee Roasters, McKinsey, Parker, Sherwin Williams, Verizon as well as American Red Cross, American Hospital Association, Cleveland Clinic, World Vision and United Way of America. Most of the projects are inspired by the Appreciative Inquiry (AI) methodology for which Professor Cooperrider is best known. His founding work in this area is creating a positive revolution in the leadership of change; it is helping institutions all over the world discover the power of the strength-based approaches to multi-stakeholder innovation and collaborative design. Admiral Clark, the CNO of the Navy, for example brought AI into the Navy for a multiyear project on "Bold and Enlightened Naval Leadership." And in June 2004 Cooperrider was asked by the United Nations to design and facilitate a historic, unprecedented Summit on global corporate citizenship, a meeting between Kofi Annan and 500 business leaders to "unite the strengths of markets with the authority of universal ideals to make globalization work for everyone." Cooperrider's work is especially unique because of its ability to enable positive change, innovation, and sustainable design in systems of large and complex scale.

David's often serves as meeting speaker and leader of large group, interactive conference events. His dynamic ideas on and appreciative inquiry and sustainable design have been published in journals such as Administrative Science Quarterly, Human Relations, Journal of Applied Behavioral Science, The OD Practitioner, and in research series such as Advances in Strategic Management. More popularly, Professor Cooperrider's work has been covered by The New York Times; Forbes Magazine; Science, Fast Company, Fortune, Christian Science Monitor, San Francisco Chronicle, and Biz Ed and others. He has been recipient of Best Paper of the Year Awards at the Academy of Management and was named top researcher of the year at Case in 2005. Likewise numerous clients have received awards for their work with Appreciative Inquiry. Among his highest honors, David was invited to design a series of dialogues among 25 of the world's top religious leaders, started by His Holiness the Dalai Lama who said, "If only the world's religious leaders could just know each other, the world will be a better place." Using AI, the group held meetings in Jerusalem and at the Carter Center with President Jimmy Carter in Atlanta. Today the United Religions Initiative has over 300 centers around the world devoted to fostering interfaith dialogue. David was recognized in 2000 as among "the top ten visionaries" in the field by Training Magazine and in 2004 received the top award in Washington D.C. for "distinguished contribution to the field" of organizational learning from the American Society for Training and Development (ASTD).

David has published 14 books and authored close to 50 articles. Cooperrider's volumes include *Appreciative Inquiry* Berrett-Kohler (with Diana Whitney); *The Organization Dimensions of Global Change* (with Jane Dutton) *Organizational Courage and Executive Wisdom* and *Appreciative Leadership and Management* (both with Suresh Srivastva). David is editor of a new academic book series *Advances in Appreciative Inquiry* (with Michel Avital) published by Elsevier Science. David's wife Nancy is an artist. His son Daniel is a Masters of Divinity student at University of Chicago, Hannah is an art student at University of Indiana and Matt is a biology and anthropology student at Case Western Reserve University. Key websites: <http://appreciativeinquiry.case.edu/> ; <http://worldbenefit.cwru.edu/>

## Interests

### **Teaching**

"AI" and Positive Organization Development  
Leadership and the Global Agenda  
Organizational analysis

### **Research**

Appreciative inquiry  
Sustainable Design and Entrepreneurship  
Qualitative theory-building methods; see <http://ai.cwru.edu>

## Selected Publications

### **Books**

- Piderit, Sandy, Ronald Fry, David L Cooperrider. *Handbook of Transformative Cooperation*. Stanford, CA Stanford University Press 2007.
- Cooperrider, David L, Peter Sorenson et al. *Appreciative Inquiry: Foundations in Positive Organization Development*. Chicago, IL Stipes Publishing 2005.
- Cooperrider, David L, Diana Whitney. *Appreciative Inquiry: A Positive Revolution in Change*. San Francisco, CA Berrett-Koehler Publishers 2005.
- *Advances in Appreciative Inquiry: Constructive Discourse in Human Organizations*. David L Cooperrider (ed.). First volume in new book series devoted to Advance edition vol: one Oxford Elsevier Science 2004.
- Cooperrider, David L, Jane Dutton. *The Organization Dimensions of Global Change*. , Sage 1999.
- Srivastva, Suresh, David L Cooperrider. *Organizational Wisdom and Executive Courage*. , Lexington Press 1998.

## Presentations

***Acceptance Speech for ASTD's 2004 Distinguished Contribution to the Field of Workplace Learning and Performance***

***Acceptance Speech for Best Writing in the Field of Organisational Development at the Organization Development Network, Puerto Rico***

***Appreciative Inquiry and Global Corporate Citizenship at the UN Global Leaders Summit, New York***

***Cleveland Club keynote "Business as an Agent of World Benefit"***

***Keynote "Business as an Agent of World Benefit" at International Conference at Case***

***Keynote on Appreciative Inquiry and the Profusion of Strengths Theory at the second International Conference on Appreciative Inquiry, Miami***

***Keynote: Appreciative Inquiry for Global Leadership Development at the UN University in Amman Jordan***

***Keynote: The Elevation and Extension of Strengths, Linkage Best in OD Conference***

***Positive Organizational Scholarship and BAWB at University of Michigan***

***The Future of Appreciative Inquiry on HR.Com Radio***

## **Academic and Professional Activities**

### ***Journal Editorship***

Referee, Human Relations May 2004 - present

### ***Review Board Membership***

Review Board Member, Advances in Appreciative Inquiry Jan 2004 - present

Review Board Member, Journal of Applied Behavioral Science Dec 2004 - present

### ***Department Chair***

Organizational Behavior, Organizational Behavior Department, Jul 2004 - present

### ***Managing / Senior Editor***

Book Series on Advances in Appreciative Inquiry, Elsevier Science, Nov 2004 - present

### ***Organizer***

Appreciative Inquiry Certificate Program, Weatherhead School of Management, Jan 2002 - present

Global Forum on Business as an Agent of World Benefit, Case Western Reserve University, Jan 2006 - Oct 2006

### ***Other***

World Business Academy, Fellow, Apr 2007 - present

### ***Co-Organizer***

UN Global Compact, UN in New York, , Jun 2004 - present

### ***Consultant***

Parker Hannifin; Green Mountain Coffee Roasters; United Nations; Fairmount Minerals; etc, Apr 2007 - present

### ***Editorial Board Member***

Journal of Applied Behavioral Science, Aug 2004 - present

### ***Organizer***

YPO Global Business Leaders Peace Congress, New York, NY, May 2002 - present

## **Awards**

"Finalist Pioneers in Business and Society Scholarship" *Aspen Institute Program on Business and Society*, 10/16/2006

"Legends in the Field" *American Society for Training and Development*, 05/02/2006

"2004 Porter Award for Best Writing in the Field of OD" *The Organization Development Network*, 10/01/2004

"2004 Distinguished Contribution to the Field of Workplace Performance and Learning" *American Society for Training and Development*, 05/01/2004