

# THE STRENGTHS REVOLUTION IN LEADERSHIP



A one day workshop with

## David Cooperrider Appreciative Inquiry

When: 26 November 2009

Where: UTS City Campus, 15 Broadway, Ultimo, NSW

Price: \$495 early bird (before 11/11/2009) Then \$595.00

**BOOK NOW !**



Appreciative Inquiry

### 3 Circles of the "Strengths Revolution"



#### 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.

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#### Over view

New and better ways of leading change are spreading throughout the business world. As many are now experiencing, an exciting strengths-based model of positive change is rapidly spreading that puts something powerful and full of life deep inside the heart of business and organizational change. Some call it the "strengths revolution"—a movement that has profound implications for everyone interested in leading with hope and optimism, and managing sustainable, successful change initiatives and winning the future through the highest engagement of human strengths.

Dr. David Cooperrider is the "co-creator and pioneering thought leader" of Appreciative Inquiry (AI), a body of work that focuses on developing an organization's positive core to inspire collaborative action for strength-based organizational change. Appreciative Inquiry has been recognized as the most innovative approach in Organizational Development in the last decade.

"AI might well be the most original and fresh contribution to the field of organization development and learning in the last decade."

*W. Warner Burke,  
Columbia University*

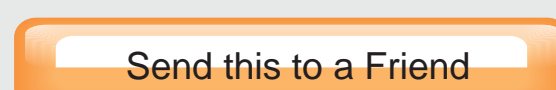
"Appreciative Inquiry is revolutionizing the field of organization development and change."

*Robert Quinn,  
University of Michigan*

"Appreciative Inquiry is the philosophy that is allowing us to engage the hearts, minds, and souls of our people--all of our people. Only when we do that will we achieve breakthrough performance."

*Cindy Frick, Former Director  
Organizational Development  
Roadway Express/Yellow Roadway*

#### Co Sponsors:



#### For enquiries:

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## About David L. Cooperrider

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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 Organizational 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

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# THE STRENGTHS REVOLUTION IN LEADERSHIP

**JOHN LOTY**  
& Associates Pty Ltd



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Appreciative Inquiry

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## Program Agenda

### Morning Session:

- A Time to Rethink Human Organization and Change
- Three Circles of the Strengths Revolution in Management
- The Science of Human Strengths and Role of the Positive
- Appreciative Intelligence + Macro-Enterprise= Constellation Leadership
- Introduction to the Positive Change Method of Appreciative Inquiry
- The Unintended Consequences of Deficit-based Change: Why are Our Organizations and Our Brains So Easily Focused on the Negative?

### Afternoon Session:

- AI's "4-D" Cycle
- The Art of the Question
- One Large Group Planning Method that Changes Everything and Consistently Brings Out the Best in Organizations and Stakeholder Communities
- How Does "Whole System in the Room" Magnify the Universe of Strengths, Opportunities, Assets, and Results (S.O.A.R)?
- The Design of Positive Institutions: Discovering How Sustainability= Innovation in Business

### Program Time Table

09:00 - 09:30 Registration begins  
09:30 - 11:00 Session One  
11:00 - 11:30 Morning Tea  
11:30 - 13:00 Session Two  
13:00 - 14:00 Lunch  
14:00 - 15:30 Session Three  
15:30 - 16:00 Afternoon Tea  
16:00 - 17:00 Wrap up  
17:00 - Close

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## Background to these events

### David Cooperrider Appreciative Inquiry

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## John Loty - Background (the story)

John had first heard David Cooperrider when he was the keynote speaker for a virtual (online) Organisational Development conference in 2004. John said that literally David's speech or presentation -- "truly astounded me. I was puzzled and that I had not heard of Appreciative Inquiry . I checked around with colleagues and found that most were in the same boat of not knowing anything or much about appreciative Inquiry. The decision to do something to bring knowledge of this process and philosophy to the broader Australian public was in the making. An approach to David Cooperrider led to the three day online Positive improvement sessions.

A year later John was approached by I Cohere (technology partner with David Cooperrider) and again we had the opportunity to have a focused online conference spread over six or seven weeks -- with David Cooperrider leading that online conference and the participants having interactions with each other and completing exercises off line.

By this time the Australian appreciative Inquiry website has been constructed -- with lots of material, by permission, taken from the AI Commons. The idea being to set up a network of AI practitioners to foster the philosophy and practice of appreciative Inquiry in Australia.

It is a long and complicated story but unfortunately hackers got into this site and it has taken some time to repair.

When John, with the able assistance of our new Webmaster (Elfra at Elfra's webs) -had nearly completed the reconstruction, in October 2009 he received an e-mail from David Cooperrider informing him that he (David) was coming to Australia for a client and further that he was enquiring as to whether or not in the time available (6 to 7 weeks) it would be possible to organise a one-day workshop for both Sydney and Melbourne!

As John had already made the decision to make AI related activity centre of his life and work this communication fell on very fertile ground -- even though, on any view of it, six weeks is a short timeframe.:)

Of course David had no earlier notice that he was coming to Australia -- so appreciatively John got to work.

He sent out some basic information, about the fact that David was coming to Australia and the possibility of organising these workshops, to a few close friends and associates and within a very short space of time received very positive feedback -including the offer of assistance from Allan Ryan of Hargraves Institute. The decision to approach the workshops as a joint venture between John Loty and associates and Hargraves Institute was an easy one because there were natural synergies and that both AI and Hargraves Institute were fundamentally about innovation and sustainable action.

Not long after that other people and association surfaced to offer support and the "joint venturers" were able to get on with the task knowing that it was going to be truly a team effort. More support emerged on a daily basis and we had some firm "bookings" before our registration material had been finalised.

John Loty & Associates Pty Ltd intends to offer facilitation and training services related to the Appreciative Way of doing things such as Organisational Development, Strategic Planning (using the SOAR approach) and an Appreciative Way of doing appraisals and the like. John had had an eclectic career that included Industrial Relations, Law (as a barrister, arbitrator and mediator) running an RTO (Registered Training Organisation) and has been a General Manager and Corporate Counsel. His background together all the opportunities that the Appreciative Way (mindset) offers means that there will be lots of exciting and rewarding challenges ahead.

John has said that he hopes to be able to organise a David Cooperrider return to Australia next year so that with more time 2 /3 day specialised workshops can be organised.