



the human factor

## Thriving in Change Using Appreciative Inquiry

*When traditional methods don't work anymore, it's time to look in a new direction.*

*Successful leaders in organizations are discovering that building on people's strengths isn't just a soft, discretionary piece of the organizational puzzle when trying to initiate changes; it's the new key to achieving measurable improvements in productivity and effectiveness. These leaders understand that once you shift the way you view problems and manage change - great results are not only possible, they're easily achievable.*

*In **Thriving in Change Using Appreciative Inquiry**, our **interactive three day session**, you'll learn how to effectively engage others in change by refocusing your discussions and we'll share with you the techniques and philosophy of the strengths based Appreciative Inquiry approach so you can go back to your organization able to lead in a technique that will inspire and build trust among your teams and engage individuals in truly moving your change efforts forward.*

### Appreciative Inquiry: A Positively Innovative Approach

It's an uplifting alternative to traditional problem solving that engages people and inspires them to choose to be part of the change...for the better.

### *Three Day Session – September 24-26<sup>th</sup> 2014 in Kingston, Ontario*

**Day One- The Foundations of Appreciative Inquiry:** We'll introduce you to the strengths based Appreciative Inquiry method and the role that positive conversations play in unlocking the potential of your team members - moving from problems to productivity. Imagine moving your conversations away from rational discussions about fixing what's broken to inspiring conversations around possibilities, innovation and abundance, and improving your results and business outcomes in the process. You'll learn new ways to motivate the people in your organization to collaborate and contribute their ideas and energies willingly so that you can build the alignment and trust that will propel you and your organization forward.

**Day Two – Designing Change that Works:** Your ability to implement change hinges on your persuasive communication skills. We believe that successful persuasion isn't about coercing people into doing what you want them to do; it's about inspiring them to do it because it also happens to be what they want to do. In this session, we dive more deeply into Appreciative Inquiry and we'll work together on practical tactics you can use to get better results from your formal and informal change leadership opportunities.

**Day Three – You as the Appreciative Inquiry Change Agent:** Great leaders recognize that no two people are alike, that every team has a unique way of seeing the world and relating to others. By cultivating your strengths and the unique aspects of your organization's culture, we'll help you integrate the appreciative inquiry approach into your work. Our goal: to help you help others

work together better and deliver better results. In our final day, we will build on the foundation, delving into the mechanics of using Appreciative Inquiry to support change, build relationships and create trust in your workplace.

### *Three Day Session Logistics*

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**Managing Change Using Appreciative Inquiry:** \$900.00\* + HST per person

- \*Note: This special rate is available for this first session in Kingston training only
- Includes two refreshment breaks each day; as well as one breakfast and lunch
- Maximum number of participant: 24
- Deposit of \$250 to hold your spot. Full payment required by September 15<sup>th</sup>

**Location:** [Kingston – Four Points Sheraton](#)

**Overnight Stays:** This beautiful downtown hotel (1 block from the waterfront in the centre of town) is available for our group at \$129/night, based on a two night stay. Please contact the hotel directly for your room booking – 1-866-716-8133.

### *Our Most Recent Feedback*

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- “It’s been amazing because we’ve been getting input that you wouldn’t expect from people you wouldn’t expect and in ways you wouldn’t expect.”
- “THANK YOU! I have not been so moved and energized by a workshop in a very long time... and I attend a lot of workshops!”
- “Great topic, great facilitator.”
- “Liked the whole thing, enough to refresh, get ideas. The next step is to try it, do it and learn from the practice itself in the real world and come back.”
- “Really engaged... confirmed that I’m on the right track and inspired me to keep thinking differently.”
- “Just keep it up! Fabulous – I hope we are ready or at least close to make this advance in our organization.”
- “Very knowledgeable and passionate”

**Appreciative Inquiry techniques can help you work with individuals, teams, and whole organizations in ways that truly move the world of work onwards and upwards.**

### **To Register**

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We would be happy have you join in the September 24-26, 2014 session. Please contact us at [registrations@humanfactor.ca](mailto:registrations@humanfactor.ca) to get you signed up.

Questions? Feel free contact us by phone: 613 583 7740

## The Human Factor Philosophy & Your Session Facilitator

We believe that when you get right down to it, a company is nothing more than a collection of people. And if you really want to affect change, that's where you have to start – with the people.

When you help the people in your organization find their voices, you help your organization find its voice. And when you do that, everything gets better – your employees are happier, they feel connected to their work, they feel inspired and motivated and guess what happens then? They work harder, they work smarter, they're more productive and your organization is more effective.

**Christie Andrus, M.A** (Organizational Behaviour) is the chief executive of the Human Factor. She has over twenty five years experience working with organizations and key decision makers on knowing and growing their most important asset: people. In addition to her work across Canada and the US with business and the public sector on hiring and developing great leaders, she has worked as professor of human behaviour and as a national training consultant. Christie's unique view as a former professor and senior business consultant offer distinct insights that are of benefit to progressive organizations wanting to leverage the strengths of their people.

Ms. Andrus has used the strengths based Appreciative Inquiry approach as the foundation for all her training and consultation sessions for over ten years in individual coaching, team conflict and development and in large scale strategic planning. She has found it to be a powerful, time efficient means in achieving engagement and effectiveness goals with her clients across North America.