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For Immediate Release

The Appreciative Inquiry Handbook For Leaders of Change

2nd Edition

**By David L. Cooperrider, Diana Whitney, and
Jacqueline M. Stavros**

One of today's most popular change methods, Appreciative Inquiry (AI) has been used to undertake transformational initiatives in dozens of organizations, ranging from McDonald's to the U.S. Navy to Save the Children. The assumption of AI is simple. Every organization has things that work right—things that give it life when it is vital, effective, and successful. AI begins by identifying this positive core and connecting organizational visions, plans, and structures to it in ways that heighten energy and inspire action for change.

This book presents all of the concepts, examples, and aids necessary to engage groups of all sizes in Appreciative Inquiry. The authors provide background information on what AI is and how it works and offer sample project plans, designs, agendas, course outlines, interview guidelines, participant worksheets, a list of resources, and more. This second edition has been extensively revised, updated, and expanded, including new case studies, new tools and supplemental articles, an expanded bibliography and resource list, and an entirely new chapter on case applications. And throughout, the authors focus on how AI can support an organizational focus on sustainability and the "triple bottom line" of people, prosperity, and planet.

David L. Cooperrider is Professor and Chairman of the Department of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. His work has been covered by the *New York Times*, *Forbes*, *Fast Company*, *Fortune*, *Christian Science Monitor*, and others. He was recognized in 2000 as among the "the top ten visionaries" in the field by Training Magazine and in 2004 received the highest award from the American Society for Training and Development, the "Distinguished Contribution to Workplace Learning and Performance Award."

Diana Whitney is President of the Corporation for Positive Change and a Distinguished Consulting Faculty at Saybrook Graduate School and Research Center. Diana is also a fellow of the World Business Academy, a founder and director of the Taos Institute, and a founding advisor to the United Religions Initiative. She received the Organization Development Network's Larry Porter Award for excellence in writing in 2004.

Jacqueline Stavros is an Associate Professor for the Graduate College of Management, Lawrence Technological University where she teaches the organizational change and strategic management courses.

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Diana Whitney, David Cooperrider



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