

Course : Appreciative Inquiry, introduction to a change management method

Practical course - 2d - 14h - Ref. TQA

Price : 1360 € E.T.

★★★★☆ 4,7 / 5

Conventional approaches to change management are based on the analysis of difficulties and the corrective actions to be implemented. Appreciative Inquiry® bases change on your team's successes. This training course will enable you to integrate this new approach into your management.

Teaching objectives

At the end of the training, the participant will be able to:

- ✔ Promoting cooperation through the expression of strengths
- ✔ Adopting a positive approach to facilitate change
- ✔ Develop motivation, commitment and satisfaction

Intended audience

Managers, team leaders, project leaders.

Prerequisites

Experience in team management required.

Practical details

Hands-on work

This training course is based on the practical application of Appreciative Inquiry® techniques.

Teaching methods

Methodological input. Active and participative pedagogy. Work in sub-groups. Application of the approaches and techniques taught.

Course schedule

PARTICIPANTS

Managers, team leaders, project leaders.

PREREQUISITES

Experience in team management required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Adopting an appreciative posture

- Sharing positive experiences to identify collective strengths.
- Break with the conventional approach and look for the causes of success.
- Understand the 7 presuppositions of Appreciative Inquiry®.
- Identify the 5 steps of the Appreciative Inquiry® method.
- Develop your posture with the PERMA model.

Hands-on work

Experimenting with appreciative dialogue. Quiz: self-assessment based on the PERMA model.

2 Appreciate the best of "what is"

- Develop an "opti-realistic" eye.
- Use appreciative language in exchanges.
- Identify and recognize team talents.
- Ensure a constant balance between performance, talent and deficit.

Hands-on work

Draw up a summary of the discovery phase.

3 Innovate and imagine "what could be"

- Modeling successes for replication.
- Cultivate a shared vision of the future based on the keys to success.
- Stimulate and contribute to the emergence of innovative ideas.
- Analyze and generate commitment to a project using the FOAR method (Forces, Opportunities, Aspirations, Results).

Hands-on work

Present an engaging project using FOAR.

4 Building "How it could be"

- Develop a collective image of the desired future based on the team's real strengths.
- Deepen each other's visions and enhance cooperation to identify common themes.
- Encouraging emotional expression.
- Understand the needs and motivating factors of team members.

Hands-on work

Experience a workshop based on the 5 steps of the appreciative approach to strengthen team cohesion, using one of the situations proposed by a participant.

5 Acting on "what will be"

- Use the Link-Sense-Frame triangle.
- Capitalize on feedback.
- Implement actions by maintaining and developing an appreciative mindset

Hands-on work

Conduct an appreciative interview, give positive feedback.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Dates and locations

REMOTE CLASS

2026 : 15 June, 14 Dec.

PARIS LA DÉFENSE

2026 : 15 June, 14 Dec.