



We have reached the end of problem solving as a mode of inquiry capable of inspiring, mobilizing, and sustaining human system change. The future of Organization Development belongs to methods that affirm, compel, and accelerate anticipatory learning involving larger and larger levels of collectivity.

— David Cooperrider —

Appreciative Inquiry Certificate Program

Appreciative Inquiry Certificate in Positive business & Society Change

Designed & Founded by

David Cooperrider, PhD & Ronald E. Fry, PhD
AI Co-originators & WSOM-CWRU Faculty members



WEATHERHEAD
SCHOOL OF MANAGEMENT

CASE WESTERN RESERVE
UNIVERSITY

Instructed by

Ronald E. Fry, PhD

AI Co-originator & WSOM-Case Western Reserve University Faculty Member
Lead Faculty – Part 3 (Certificate Capstone)

Neena Verma, PhD, PCC

AI Thought Leader & WSOM-CWRU Approved Instructor for India & Region
Approved Instructor – Part 1 (Foundation) | Supervisor & Coach – Part 2 (Fieldwork)

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<http://transcendencelearning.com/appreciative-inquiry-certificate/>

Appreciative Inquiry

AI is a **strengths-based, inclusive & actionable** approach towards large system change & development that works on the premise that every organic system has some inherent generative forces, which when amplified, unleash positive energy & enable collective commitment. AI facilitates **organization wide change** through **appreciative tapping of strengths, ideas, possibilities, potential and co-evolved imagination**; leading to **co-owned & participative accomplishment**.

AI was co-created in mid 1980s by Prof(s) David Cooperrider, Ronald E. Fry & Late Suresh Srivastava at Weatherhead School of Management, Case Western Reserve University (WSOM-CWRU). Over time AI has emerged as a uniquely transformative & impactful methodology for leading generative change, learning & development at whole system, group, individual & community levels. Its diverse **applications** include – Strategic Planning; Mission-Vision-Values Articulation; Culture Imprinting; Whole System Transformation; Coaching; Leadership & Team Excellence; Engagement; Diversity & Inclusion; Sustainability; Community Development & more.

Appreciative Inquiry Certificate Program

“Appreciative Inquiry Certificate Program” (AICP) is designed & founded by AI co-originators & WSOM-CWRU Faculty Members David Cooperrider, PhD & Ronald Fry, PhD. This distinguished Certificate Program presents a uniquely transformative approach to systemic change by directing focus on strengths, potential & possibility. Through a combination of coursework & fieldwork, AI Certificate Program provides opportunity to earn advanced professional education in ‘Appreciative Inquiry’, and work on real-time action learning projects specific to Learners’ professional contexts.

The flagship **Appreciative Inquiry Certificate Program(AICP) of WSOM-Case Western Reserve University** is being anchored **in India** by **Neena Verma, PhD, PCC (AICP – Part 1 & 2 Approved Instructor** for India & Region). She is trained & certified by the AI co-creators Prof(s) David Cooperrider & Ronald E. Fry and works with them in global endeavours. Those successfully completing ‘AI Foundation Program’ (Part 1) & ‘Fieldwork’ (Part 2) with Neena Verma, would be eligible to join the ‘AI Certificate Program’ (Part 3) led by Prof Ronald E. Fry.

Please find **Course Details on following page**. For more, please connect at aicp.wsomcwru@gmail.com

For Whom

Appreciative Inquiry Foundation Program (Part 1 – Stand-alone)

Business & Social Impact Leaders, Change Agents, HR&OD Professionals, Coaches. Teams of colleagues attending together, are likely to gain significantly, with enhanced opportunity to apply learning for greater organizational impact.

Appreciative Inquiry Certificate Program (Parts 1, 2 & 3)

Successful participants from Foundation Program (Part 1) aspiring to advance into deep learning & practice of AI, so as to be able to –

- ◆ Design & lead interventions on their own
- ◆ Develop application frameworks, projects of own choice
- ◆ Learn, reflect & share as community of strengths-based professionals
- ◆ Practice AI as Life-philosophy, and Change & Learning Methodology

COURSE DETAILS

Appreciative Inquiry Foundation Program (PART 1)##

PART 1 (AI Foundation Program) – Stand-Alone

22-24 February 2018 | In-Class | New Delhi | Non-Residential

Faculty – Neena Verma, PhD, PCC (Approved Instructor – Part 1)

Learning Focus –

- ◆ *Appreciative Inquiry – Philosophy ; Concept ; Principles ; Process & Craft*
- ◆ *Whole System Change ; AI in action ; Power of ‘Affirmative Question’*
- ◆ *Applications – ‘Generative Conversation’ ; ‘Problem-to-Possibility’ Reframing ; SOAR (Strategic Planning with Appreciative Intent)*

Course Fee Per Participant (in INR) – PLUS GST, as applicable

Standard – 60000/- | Network/Group(3+) – 54000/- | NGO/Academia – 36000/-

Appreciative Inquiry Certificate Program (PARTs 1, 2 & 3)

PART 1 (AI Foundation Program) ## – As above

PART 2 (Field Work - Action Learning) –

**March-August 2018 | Fieldwork | Virtual Learning Sessions
Coached & Supervised | Assessable**

Approved Supervisor & Coach – Neena Verma, PhD, PCC

Learning Focus –

- ◆ ***An Inquiry into the Stories and Lives of Leaders in the Field*** –
Join in a global inquiry on ‘Business As An Agent Of World Benefit’ (BAWB) by conducting 3 appreciative interviews with social & business change leaders to capture innovations and visions of a future where business and society are even more positively connected
- ◆ ***The Certificate Program Qualifying Portfolio***
Participants move to a new level of capability by preparing 1 paper ; a report on their inquiries with three leaders in the field; & an analysis of their own projects

PART 3 (Certificate Capstone) –

(Appreciative Inquiry Certificate in Positive Business & Society Change)

8-10 October 2018 | In-Class | New Delhi | Non-Residential

Faculty – Ronald E. Fry, PhD (AI Co-originator & WSOM-CWRU Faculty)

Co-Faculty – Neena Verma, PhD, PCC (Approved Instructor & Coach – Parts 1 & 2)

Learning Focus

- ◆ *New metaphors for understanding non-deficit, positive change*
- ◆ *Appreciative Inquiry Summit Method*
- ◆ *Business As An Agent Of World Benefit (BAWB) ; Affirmative Institutions*
- ◆ *Appreciative Inquiry & Design Thinking Interplay*

Course Fee Per Participant (in INR) – PLUS GST, as applicable

Standard – 325000/- | Network/Group(3+) – 292500/- | NGO/Academia – 195000/-

Please Note

Program would be offered subject to minimum registration

In-house Program Fee can be discussed on case-specific basis

Ronald E. Fry, PhD

Dr Ronald E. Fry is Professor of Organizational Behavior at Weatherhead School of Management, Case Western Reserve University (WSOM-CWRU). Dr. Fry, a co-originator of AI and noted authority on the subject, has published numerous journal articles and books on AI, including co-authoring the 'Handbook of Transformative Cooperation' with David Cooperrider; and 'Appreciative Inquiry: A Positive Approach to Building Cooperative Capacity' with Frank Barrett. He has developed and conducted a certificate program in Appreciative Leadership and Organizational Capacity Building in over 30 countries. He leads International Studies & Projects on important subjects in OB domain. He also consults with a variety of organizations including The Lubrizol Corporation, Roadway Express, and the U.S. Navy. He has written foreword for AI book authored by Dr Neena Verma. Dr Ronald Fry received his PhD from Massachusetts Institute of Technology. Please discover more about Dr Ronald Fry at <https://weatherhead.case.edu/faculty/Ronald-Fry/>

Neena Verma, PhD, PCC

Dr Neena Verma is an accomplished OD, Leadership & Coaching Expert. She is **trained & certified in Appreciative Inquiry by Prof(s) David Cooperrider & Ronald Fry** (the co-creators of AI) at Case Western Reserve University, OH, USA. Neena has made her mark on international AI canvas through her path-breaking AI models ... MARG, VALUE & 7iGMA (all published & practiced internationally). She has served on International Advisory Board of successive 'World AI Conferences' 2012 & 2015. Alumni of SRCC & Delhi School of Economic, Neena earned her PhD from University of Delhi. She is ICF-PCC credential Executive Coach; Accredited Sensitivity Trainer & Professional member of NTL Institute; Certified MBTI, HOGAN, EUM-I Professional & NLP Master Practitioner. She has designed & lead-edited Feb 2013 & Nov 2016 issues of 'AI Practitioner'; and has authored 'AI – Practitioner Guide for Generative Change & Development'. She brings diverse experience – as employee with 'Indian Oil Corporation Limited' (Fortune 200) & PwC; as Consultant with esteemed organizations including BP-Castrol, Forbes Marshall, ITC, TATA Group, Vodafone; and as Faculty at MDI, IMI, DU & IMT. Please discover more about her at <https://www.linkedin.com/in/drneenaverma/>



Weatherhead School of Management, Case Western Reserve University (WSOM-CWRU) is **TIER ONE Management Education Institute**, with consistently top-grade position in 'Organizational Behaviour' domain. It is the **birthplace of 'Appreciative Inquiry'**. Apart from AI's co-organizers – **David Cooperrider, Ronald E. Fry & Late Suresh Srivastava**, WSOM-CWRU has a **galaxy of OB luminaries**, prominently – **Richard Boyatzis**, PhD (EI & 'Coaching with Compassion' pioneer), **David Kolb**, PhD ('Learning Style' Pioneer), **Chris Lazlo** (Sustainable Value Expert) and more. Among many #FIRTSS of WSOM-CWRU, few must-mention include – Birthplace of uniquely impactful '**Appreciative Inquiry**' (**Methodology adopted by UN Global Compact Initiative**, and more such International Value creation endeavours) ; and **First Management Education Institute to start an exclusive 'Department of Design & Innovation'**. Please discover more about WSOM-CWRU at <https://weatherhead.case.edu>

Registration/Query ...

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