



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-origiators & WSOM-CWRU Faculty members



WEATHERHEAD
SCHOOL OF MANAGEMENT

CASE WESTERN RESERVE
UNIVERSITY

Instructed by

Ronald E. Fry, PhD

AI Co-origiator & 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. Intact Teams with shared change agenda, 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 both as Life-philosophy; and as Organization Change, L&D Methodology

COURSE DETAILS

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

PART 1 (Foundation Program) ## –

In-Class | Non-Residential

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

Learning Focus –

- ◆ *Appreciative Inquiry Philosophy ; Concept & Principles*
- ◆ *Appreciative Inquiry Process & Craft ; Whole System Change*
- ◆ *AI in Action ; Power of ‘Affirmative Question’*
- ◆ *‘Problem-to-Possibility’ Reframing*
- ◆ *Applications – Consulting & Coaching*

PART 2 (Field Work - Action Learning) –

Virtual Learning Sessions | Coached & Supervised | Assessable

Supervisor & Coach – Neena Verma, PhD, PCC (Approved Instructor – Parts 1 & 2)

Certificate Qualifying Learning Focus – Participants move to a new level of capability by working on –

- ◆ *Application Learning Project*
- ◆ *Global inquiry on AIM2Flourish (Business Innovations for Global Good) –Three appreciative interviews/stories with positive business change leaders to capture innovations where business & society are positively connected*
- ◆ *Learning Journey Reflection Paper*

Details would be shared at appropriate stage.

PART 3 (Certificate Capstone) –

In-Class | Non-Residential

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

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

Learning Focus

- ◆ *Human Systems Positive Change – Elevation & Extension of Strengths*
- ◆ *Appreciative Inquiry Summit Methodology*
- ◆ *Leading with Appreciative Perspective*
- ◆ *Appreciative Inquiry & Design Thinking Interplay*

Fee Per Participant (in INR) + GST as applicable –

Standard - 325,000/- | Network/Group(3+) - 292,500/- | Non-Profit - 195,000/-

Appreciative Inquiry Foundation Program (Part 1)##

Part 1 Stand-alone Fee Per Participant (in INR) + GST as applicable –

Standard - 65,000/- | Network/Group(3+) - 58,500/- | Non-Profit - 39,000/-

Please Note

Program would be offered subject to minimum registration

In-house Program Fee can be evolved **on case-specific basis**

Ronald E. Fry, PhD

Dr Ronald E. Fry is Professor of Organizational Behaviour at Weatherhead School of Management, Case Western Reserve University (WSOM-CWRU). Dr Ronald 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 many books, including 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 Council of 'World AI Conferences' 2012 & 2015, and currently serving on 2019 Advisory Council. 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 (APT-USA) & HOGAN Professional; and 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 across Industry (Indian Oil Corporation Limited - Fortune 200), Consulting (Abbott Healthcare, BP-Castrol, Vodafone, TCS, Vardhman, TTSL & more) and Academia. Please discover more about Dr Neena Verma 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-originators – **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 for its Global Compact Initiative, and for many more 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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