Sustaining Appreciative Cultures. Edition No. 1

Description: Appreciative Inquiry (Ai) is an approach to organizational change focusing on the new science paradigm of living systems. Appreciative Inquiry utilizes positive imagery as a means of altering the social architecture of an organization, its systems, and its culture. An overview of Appreciative Inquiry is presented and a discussion on how Appreciative Inquiry influences cultures. Which are examined through Barrett's four competencies of Appreciative Cultures. A Delphi methodology is used to deconstruct Barrett's competencies into operational definitions and strategies of Appreciative Cultures. A proposed framework is created that utilizes indicators and strategies to develop sustainability of these Appreciative Cultures. This framework clearly defines actions of leaders and workers within the organization as means of sustaining Appreciative Cultures.


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