



Dynamiser l'organisation avec la démarche appréciative (*Energizing Organizations with Appreciative Inquiry*)

- ⇒ Approach change in a positive way
- ⇒ Increase collaboration and teamwork
- ⇒ Build a capacity for constant innovation

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Discovering a positive approach to change

As opposed to the traditional approach focusing on identifying problems, considering what isn't working or what is lacking in an organization in order to implement change, Appreciative Inquiry embarks us on a radically different adventure : putting emphasis on the strenghts that are a **source of vitality and positive energy** when the organization is at it's best.

Inspired by the latest research in the fields of psychology, management and organization development, Appreciative Inquiry helps people focus their attention on the abundance of ressources they posses, creating a better future using their best qualities. You could say this process strenghtens the organization's immune system to facilitate its growth.

The book offers a dynamic 4-step process, supported by practical tools and useful examples :

1. Helping individuals and groups reveal the organization's vital strenghts and success factors through targeted questions and constructive dialogue.
2. Clearly defining and imagining a desired future
3. Choosing the best strategies to make the desired results a reality
4. Engaging people in innovative and profitable action.

Practitioners all over the world in organizations of all sizes, from large corporations to small NGOs, have confirmed the immense potential of Appreciative Inquiry regarding leadership, coaching, strategic planning, building team motivation, and a number of interventions in organization development.

Managers of small or large teams, consultants, and business partners can use this approach as a great tool for: ensuring the organization's evolution in the context of change, creating a stimulating work environment, optimizing individual talents and fostering innovation in a spirit of creative collaboration.

Written in a warm and engaging tone, *Dynamiser l'organisation avec la démarche appréciative* shares revealing case studies and practical tips. The book is co-published by Les Éditions Transcontinental and Les Éditions de la Fondation de l'entrepreneurship.

Chapter headings

1. The time to think differently is now
2. Appreciative Inquiry : a positive approach to change
3. Five principles to nourish appreciation
4. Change your questions, get better answers
5. Appreciative leadership
6. Revealing case studies
7. Organizations as agents of social change

About the author

Pierre-Claude Élie has been working for 30 years as a consultant and coach in the fields of communication, leadership, transition management and creative solutions. As president of Emergence Solutions, he describes himself as a « change facilitator », helping individuals, groups and organizations grow using tools that stimulate collaboration, innovation and transformation.

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