

Experiencing and Learning Appreciative Inquiry

A 2-day program for Individual & Leadership development

"The real voyage of discovery consists not in seeking new landscapes but in having new eyes."

-- Marcel Proust

About The Program

A 2-day experiential program that provides you a personal, deeply meaningful experience of AI. The basic approach of AI is to leverage strength and accentuate the individual potential; it helps build organizations around what works, rather than focus on 'what's broken'. AI has been extensively used in recent decades to foster change at individual, interpersonal and organizational level. It has been used across several leaders and organizations who/ which have made this methodology the fulcrum of renewal & growth.

Learning Objectives

Participants will develop knowledge about AI, understand its practice and application through experience and by exploring several case studies from the field. They will also be exposed to the tools and techniques developed for using AI for individual and the organizational transformation.

Besides understanding the theoretical underpinnings and the emerging Neurological & emotional understanding; the participants will develop a natural propensity to *move away from 'fix the broken' reactive mindset to building proactive and 'strength based' approach*; their discovery about themselves will help them replace the gap-finding or weakness/ limitation based approach to a positive enabling approach based on appreciation and building of strengths.

The program will help participants understand the organizational transformations cycle

- ❖ **Discover:** Identify organizational processes that work well.
- ❖ **Dream:** Envision processes that will work well in the future.
- ❖ **Design:** Plan & Prioritize the processes that would work well.
- ❖ **Deliver:** Implement the proposed design

Who Should Attend

Manager Leaders responsible for large teams, executives managing projects of strategic importance to organization or functionaries whose role demand understanding & collaborating with multiple stake-holders

Program Fee

Rs. 118,800/- + Service Tax for a workshop (max about 24 participants approx @ Rs. 5,000/-)

Duration

Two Full days (preferably with a one hour introduction & stimulation session on the eve of program); Off-site residential preferred if the participants are stressed or they perform under tremendous work-pressure and/ or likely to have operational or commute aspects limit the opportunity to devote full time

About Us:

Potentia aims to bring out the best in people & organizations we work for. We offer OD Consulting, Executive Coaching, Training & Strategic HR Support. Potentia collective brings together an experience of over 200 man-years. For more details visit www.potentia.in

About the facilitator

Founder of Potentia, with an entrepreneurial perspective of the HR profession, **Harish Raichandani** brings about 25 years of experience in HR, Organization Development and line responsibilities. Sensitivity group trainer, Executive Coach and OD Consultant, he is the first & currently only one from India to have accomplished the NTL certification in Appreciative Inquiry. He has used AI successfully for individual & group transformations and organization development initiatives centred around employee engagement, leadership development, organization design etc. Harish is an NTL Program Associate & member of AI Community of Practice, he is also a Professional Member of ISABS (Indian Society for Applied Behavioural Sciences) and is currently on the Governing Board. Other professional passions include LSIP, Generative Collaboration & Executive Coaching.



Participant Echo on the 2-day AI by Harish Raichandani

"It's an eye opening program and I could not think that even a small incident can bring a big change in human behaviour and approach."
Vinaya Sharma

"Great program! The learning has left quite an impression I feel very light and excited to begin life afresh. I want my family and colleagues to experience a changed individual, they deserve a better me."
Vimal Thareja, SM, TCL

"... present the most pertinent and focused offerings that make one reach out and grab the opportunity... -- Just added Passion !"
Subir Sen, VP & Head Trg Academy, Deutsche Bank Group

"Let me make it straight and simple – AWESOME"
Kusumba Sridhar, MD, KioskMint

"I never found myself with so much energy... with fresh perspective of Appreciative Inquiry... a single flame of positive energy sufficient to destroy the negativity of Darkness. I realized my power and potential..."
Amit Jagdish Trivedi, TATA

"I got great insights that I'll apply both on the personal and professional front enjoyed every moment of the program."
Anirban Goswami, Consultant & Leadership Trainer

"A must have human process like to kick off and sustain the moment of '+ve' ENERGY "
Mohan Prasad, (formerly) Head-HR, GMR

"It was an enriching experience for me as I realised that I have not appreciated so many positive events in my life and attached very little value to them... This is a 'must-attend' program for self awareness"
Moiza Rafath, Montessorian, Founder Principal - Pebble Creek