

Goals for Using Appreciative Inquiry as a Business Tool

- *Engaging everyone in the success of GMCR*
- *Building on existing strengths and assets*
- *Fostering positive change at all levels*
- *Acting on our collective images for the future*
- *Encouraging each other to work in areas we each are passionate about*
- *Striving for professional and personal growth for all employees*



For More Information
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Appreciative Inquiry: A Business Tool

**GREEN MOUNTAIN
COFFEE ROASTERS
HUMAN RESOURCES**

Appreciative Inquiry

Catch Someone Doing Something Right

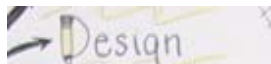
4-D Cycle



- What give life?
- The best of what is...
- Appreciating



- What might be?
- What the world is calling for
- Envisioning Impact



- What should be—the ideal?
- Co-Constructing



- How to empower and adjust/improvise?
- Sustaining

The Appreciative Inquiry (AI), a positive change methodology, can be used in a variety of situations with a variety of people or groups to foster conversations. AI, at the most basic level, is about using collective conversations to focus and move an organization.

Appreciative Inquiry:

- Fosters opportunities for people to have their voices heard and to share their knowledge
- Focuses on what works through and helps people to focus on talking in a positive fashion on a regular basis
- Encourages people share their hopes, ideas, and passions based on personal experiences
- Recognizes Success Stories



Sample Questions

The questions below are the basis for many powerful AI conversations, which can take place at a formal Summit or one on one with co-workers.



- Tell me about a high point experience during the last year when you felt most alive, engaged, or really proud of yourself and your work.
- Without being humble, what do you most value about yourself, your job, your team, and GMCR?
- What are the main features or “positive core” that give life to GMCR when it is at its best?
- If you had magical powers and could have three wished granted to strengthen the organization, what would they be?