

APPRECIATIVE INQUIRY APPROACH

(Draft)

A TRAINING HANDBOOK FOR DEVELOPMENT PROFESSIONALS

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Foreword

I am very happy to receive this handbook on Appreciative Inquiry Approach, which is the result of hard work and deliverance of my friend, Mr. Buddhi Tamang. Mr. Tamang has adapted the Appreciative Inquiry Approach, which is based on positive thinking of human mind. Many things represent human values and norms. This handbook, 'Appreciative Inquiry Approach', is the continuous effort geared towards his desired dream. This training handbook contains examples, which are all from day to day life situations.

Mr. Buddhi Tamang himself, is one of the successful community development facilitator. I hope that the content of this book will be helpful to everyone who is interested in the appreciative inquiry approach, particularly in empowerment process. This handbook is equally helpful to encourage community development workers, researchers, and planners and grassroots facilitators. I wish him all the best in his future appreciative efforts. At the end I would like to congratulate him and thank him for the handbook, a creation in appreciative inquiry approach. I would further wish him all the best in his future endeavors.

Nirmal Sharma
Community Development Facilitator
21st May, 1999

PREFACE

This handbook of AIA (Appreciative Inquiry Approach) is especially prepared for the training facilitators and community mobilizers of grassroots level. It helps the training facilitator in conducting the training program in a better fashion. It is a compilation of grassroots level experiences, which includes theoretical principles and its tools.

This AIA handbook is not only helpful for the trainers/facilitators and development workers but also useful for those readers, who are interested in appreciative inquiry. The main theme of this handbook is to make positive perception of life and universe and follow the appreciative path in every step of life. It believes that people should recognize the past successes, present state, opportunities, and strengths, which are right for them, their family, society and the whole world. The process of AI path leads every individual, community, group, or organization, to think and work positively on their tasks so that they come out successful in whatever they do.

The AIA helps in gaining experiences from the good, strong, positive and appreciative side replacing the problems, unsuccessful tasks, failure, and weakness which are generally encountered in our day to day life. In this way, this AI path encourages to revive or arouse one's ability and enthusiasm of life. I am confident of the fact that those who will follow the principles, and apply the tools of AI path, will be living today for the coming tomorrow. If this handbook is read thoroughly, you will realize that 'success is the mother of success'.

This handbook's content covers a seven days course and is divided into two parts. The first part consists of introduction and facilitation suggestions such as process, material preparation, and methods/techniques for users. The second part consists of day-wise training course contents such as principles and tools of five 'Ds'.

Keeping in view the growing grounded realities and also the lack of published materials in the market, I have made this small attempt to fill in this vacuum. Therefore, should there be any shortcomings in my endeavor, I welcome constructive criticism.

I am very grateful to Mr. Mukta S. Lama, Mr. Barun Gurung, Mr. Ganesh Yonjan, Mr. Rabi Pradhan, and Ms. Chhing Lamu Sherpa who inspired me to prepare this handbook. Similarly, Mr. Mack Odel and Mr. Chandi Chapagain, deserve special thanks for their continuous support and for giving me the opportunity to participate at appreciative inquiry workshops. Greatest debt, which I incurred during the writing, is to the Ms. Sujata Moktan and Geena Thapa, who generously gave time and energy by editing my writing due to which I able to present this English version AIA handbook, to the readers. Similarly, I am very thankful to all the staffs of SAGUN who helped me a lot in the preparation of this handbook.

I would like to request all the readers, users, and others, to make this AIA handbook more effective. I hope all the readers of this AIA handbook will be successful in changing their lives towards a positive direction, as that would make me successful in my endeavor.

Thank you.

Buddhi Tamang
June, 1999

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PART ONE

INTRODUCTION

**APPRECIATIVE
INQUIRY APPROACH
TRAINING PROGRAM**