# Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development

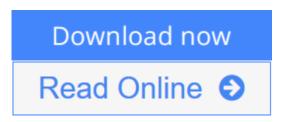*By Sarah Lewis, Jonathan Passmore, Stefan Cantore*

**Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development** By Sarah Lewis, Jonathan Passmore, Stefan Cantore

Appreciative Inquiry (AI) is one of the most exciting and increasingly recognized concepts being used to facilitate organizational change. This book studies AI in depth, illustrating the method of asking particular questions and encouraging staff to consider both the positive and negative systems in place and to recognize the need to implement change. It demonstrates how AI can be applied by combining the skills, perspectives and approaches presented here into a practical conversational approach to organizational challenges. Case studies from organizations that have already integrated conversational methods into their change management practice show why the processes are valuable, why they are effective, and how to generate such conversations. Written in jargon-free language, *Appreciative Inquiry for Change Management* is an excellent resource for discovering the benefits that conversational techniques can have on an organization and its performance.

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## Editorial Review

Review
Praise for the previous edition:

"This book will change the way we talk, relate, and think about change. The authors unpack the meaning and significance of Appreciative Inquiry and the positive revolution in 'conversation-based change' with powerful stories and brilliantly clear writing. It is a remarkable how to book that perfectly blends theory, practice and life-empowering perspectives. A must read for anyone interested in leading with hope and optimism, and creating the future through the collaborative engagement of our highest human strengths." -- **Prof. David Cooperrider, Case Western Reserve University**

"This book explains how AI works and how to use it to deal with common organizational challenges. The first part of the book contrasts the view of organizations as machines with the alternative perspective of organizations as living systems capable of using imagination and positive emotional energy to produce change....The book includes an annotated list of websites for discussion groups, online spaces, and consultancies." - **Book News, Inc.**

About the Author
**Sarah Lewis** is an occupational psychologist and a founding member of the Association of Business Psychologists.

**Jonathan Passmore** is an occupational psychologist and the author of *Excellence in Coaching*, published by Kogan Page in association with the Association for Coaching.

**Stefan Cantore** is a consultant in the areas of leadership and management development

## Users Review

**From reader reviews:**

**Scott Peters:**

This book untitled Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development to be one of several books in which best seller in this year, that is because when you read this publication you can get a lot of benefit in it. You will easily to buy this kind of book in the book store or you can order it via online. The publisher in this book sells the e-book too. It makes you more readily to read this book, as you can read this book in your Smart phone. So there is no reason for you to past this guide from your list.

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**Stephanie Bush:**

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