

Comments from Previous Attendees of This Workshop

"I thoroughly enjoyed and learned from working with you, and would recommend your AI workshop and consulting approach to any company committed to addressing its culture in order to move from being good to being great." *Mark L. Burggren, President, Alberta Manufacturing Solutions Inc. and Former Executive Director, Central Alberta Rural Manufacturers' Association*

"This is good stuff. You can take what you learn in the workshop and apply it in your organization right away." *Tim Creedon, Executive Director, Red Deer Chamber of Commerce*

"I can enthusiastically recommend Jim Taylor's "Greater Profitability..." workshop. The content is so positive and valuable, and makes such good sense that I will be encouraging my associates to attend future workshops. I also plan to use the Appreciative Inquiry approach to improve my own business." *Gord Tulk, Owner, Slate Insurance Services*



Comments from two of Jim's Appreciative Inquiry Presentations at "Vitalize" Provincial Conferences



Incredible!! A remarkable experience.

This session was the best I have attended at this conference! Jim did an outstanding job of compressing his topic to the time allowed and succeeded in whetting my appetite for more. Thank you.

The drumming analogy of a 4/4 rhythm morphing into more complicated ideas (was) phenomenal.

Bring Jim Taylor back again he was great!

I can just imagine how informative a whole retreat would be. I feel this session will be the most helpful for me in my return to my organization. FABULOUS!



USING APPRECIATIVE INQUIRY TO UNLEASH THE POWER OF YOUR PEOPLE*

While working with a workshop partner discussing your own organization, learn how, like others, you can use "Appreciative Inquiry" to:

- Reduce costs without layoffs
- Generate higher profits
- Produce better teamwork
- Increase productivity
- Increase employee loyalty
- Increase customer loyalty
- Increase creativity/innovation
- Increase morale
- Increase fiscal responsibility

"AI" does not focus on changing people. Instead, it invites people to engage in building the kinds of organizations they want to live in. That's hard to resist." *Gervase Bushe*

WEDNESDAY, APRIL 12TH, 2017
8:45 A.M. - 4:30 P.M. (Hot Lunch Included)
Baymont Inn (Red Deer Lodge) (4311 - 49th Ave.)

*Also presented as "Greater Profitability Through Business Process Excellence: Using 'Appreciative Inquiry' to get more of what you want in your business."

Jim Taylor
403 318-1755

WHY THIS IS IMPORTANT TO YOU!

Appreciative Inquiry can help your organization gain three sources of strategic advantage over others engaged in similar work, by:

- fully engaging the energy and talent of your existing workforce - unleashing their potential to make their maximum contribution to your organization
- speeding up your ability to make positive changes
- creating a culture that attracts and keeps the best and brightest talent - an advantage that is becoming increasingly important in a tight labour market

This workshop is accredited by the Alberta Insurance Council

You can earn 2 credits in each of the four insurance classes: Life, Accident and Sickness, General, and Adjusters.

Satisfaction Guaranteed!

WWW.ROLYAT.CA

Why Should I Take This Workshop?

You will learn lots of great stuff. (See the comments on the back of this pamphlet.)
You will significantly strengthen the relationship you have with your workshop partner(s).

You will see the “issues” facing you and your business in a whole new light - in a way that will help you to make the changes you want.

You will end the workshop in a really good mood!

It will be fun! You will enjoy it - guaranteed!

You will have a delicious hot meal that you don't have to cook yourself!
(And if you're in the insurance biz, you will earn 2 continuing education credits!)

What Will I Learn?

You will learn what *Appreciative Inquiry* is:

- **how** it works
- **why** it works, and
- **how you can use it** to get “more” of what you want.

For a preview of the workshop, go to our web site www.rolyat.ca, click on the “AI” tab and then on the “Video Introduction” link.

How Much Does It Cost?

The tuition fee is \$295 for the first person and \$199/person for each additional. Because you will be working on your own company, **you need to register at least two persons**. (More is better.) **Your satisfaction is fully guaranteed** - if, at the end of the workshop, you are not completely satisfied with its value, you may request some or all of the workshop fee to be refunded, and it will be - *without argument*.

How Do I Register?

Send an email to jim@rolyat.ca and we will contact you, or call Jim at 403 318-1755. **Please call or email by April 3rd.**

Two Approaches to “Managing” Change

Problem Solving Approach (Around since forever!)

Asks: “What are the problems here?”

Focuses on: Problems, deficiencies, what's wrong, what's broken, what isn't working. Seeks “fixes” to problems. (This has been a traditional source of work for management consultants. “Please look at our organization and tell us what we need to fix to make it better.”)

“Appreciative” Approach (Around since 1987)

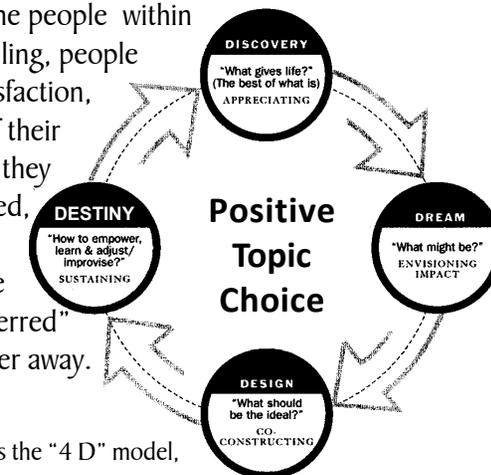
Asks: “What works well here?” What is this organization like when it is at its best?”

Focuses on: Peak experiences, best practices, life giving/life enriching forces. (This approach generates lots of positive energy and momentum for change at the end of the intervention.)

What is “Appreciative Inquiry”?

Appreciative Inquiry (AI) begins with the assumption that in all organizations “something works”, and that organizations and individuals can create better futures for themselves by “amplifying” what works. It is based on the ancient truth, that “whatever you focus your energy on, ‘grows’”. Thus, if you focus your energy on finding problems, you will find more problems; if you focus your energy on finding excellence, you will find more excellence (and may then produce even more!).

AI is an energizing and empowering process, because it draws on the “peak experiences” of organizations and the people within them. Through *memory* and storytelling, people share their moments of greatest satisfaction, achievement and joy in being part of their organizations. Through *imagination*, they create together a vision of a preferred, shared future in their organization. By *amplifying* what works, they move together towards their better, “preferred” future, and “problems” tend to wither away.



The AI model presented in our workshops is the “4 D” model, developed by the *Global Excellence in Management Initiative*. Illustration adapted from “*The Positive Path*”.