Managing Change Based on Appreciative Inquiry

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Change is inevitable, yet change is nothing to be feared. Change can give new life to an institution. The way we view change will affect how we channel the energy related to change so it becomes productive. For institutions to survive, expected and unexpected events, (e.g. budget cuts, change in policy, etc.) they must continually respond through learning, exploration, and change. Progressive faculty sees change as opportunity and accepts responsibility for their own destiny.

In this workshop, we will focus on the process of appreciative inquiry which is a method used to direct change. This tool has four distinct components: Discovery, Dream, Design, and Destiny. Appreciative Inquiry draws on the institutions’ positive core and promotes the path change takes toward a productive result.

Just as change is experienced at an institutional level, change also intersects with the classroom experience in fundamental ways. As instructors, we deal with ongoing revisions of content and curriculum in our subjects, we manage widely fluctuating skill sets and abilities of the students enrolled in our classes, and we negotiate the impact of constant cultural shifts that affect both our course content and our catechumen (novice scholars).

In this workshop, together we will grapple with our engagement at an institutional level (as employees, instructors, and people) and the impact of that engagement on the classroom experience. We will also take a brief look at the ADKAR change model which suggests there are five key elements required to facilitate and succeed at change.