

## **“Dil Se” Positive Change through Appreciative Inquiry for Personal & Professional Accomplishment**

“Life is not happening to you. Life is responding to you” – unknown

### **About the Program**

A 2-day experiential program, that provides a personal, deeply meaningful experience of AI. The basic approach of AI is to leverage strength and accentuate the individual potential; it helps build organizations around what works, rather than focus on ‘what’s broken’. AI has been extensively used in recent decades to foster change at individual, interpersonal and organizational level. Several leaders and organizations across the world, have used this methodology making it the fulcrum of renewal & growth.

### **Learning Objectives**

Participants will develop knowledge about AI, understand its practice and application through experience and by exploring several case studies from the field. They will also be exposed to the tools and techniques developed for using AI for individual and the organizational transformation.

Besides understanding the theoretical underpinnings and the emerging Neurological & emotional understanding; the participants will develop a natural propensity to *move away from ‘fix the broken’ reactive mindset to building proactive and ‘strength based’ approach*; their discovery about themselves will help them replace the gap-finding or weakness/ limitation based approach to a positive enabling approach based on appreciation and building of strengths

The program will help participants understand the organizational transformations cycle

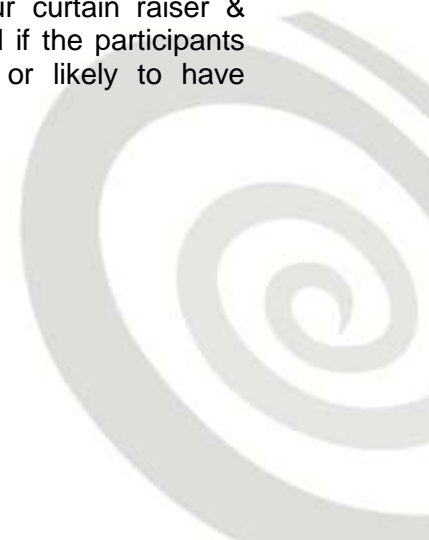
- **Discover:** Identify organizational processes that work well.
- **Dream:** Envision processes that will work well in the future.
- **Design:** Plan & Prioritize the processes that would work well.
- **Deliver:** Implement the proposed design

### **Who should attend**

Managers/ Leaders responsible for large teams, executives managing projects of strategic importance to organization and whose role demand understanding & collaborating with multiple stake-holders

### **Duration**

Maximum of 20 participants, two Full days (preferably with a one hour curtain raiser & stimulation session on the eve of program); Off-site residential preferred if the participants are stressed or they perform under tremendous work-pressure and/ or likely to have operational or commute aspects limiting the opportunity to devote full time



## About us

**TOPSCAI**, a unit of **Potentia** ([www.potentia.in](http://www.potentia.in)), has been instituted in memory of **Tom Osborn**. Tom - a management consultant, a dynamic speaker and facilitator, inspired others to make positive change happen. He was an active professional member of the NTL Institute of Applied Behavioral Sciences and ISABS (Indian Society for Applied Behavioural Sciences). A pioneer in Appreciative Inquiry, he brought out the best in others that took him to North America, Europe, India and Africa. Tom is best remembered for the relationships he fostered and positive difference he made in the lives of others.

Tom set the direction for Potentia at inception stage and led the Organization Development and Leadership practice of Potentia (impacting our clients) through Appreciative Inquiry. TOPSCAI is our attempt to pay our tribute to him as well as keep his legacy alive.

## Participant Echo

*"Excellent program, enables the participant to think differently to improve the way one views life and relationships."* - Sandra Jacob – TPL

*"The experience opened up self introspection... to view things positively...Appreciative Inquiry is an effective tool to understand and correct oneself"* - H SathyaMurthy, VP, Axis Bank

*"A must have human process likely to kick off and sustain the moment of +ve ENERGY"*  
- Mohan M Prasad VP, SAB Miller

*"...unique process generated a positive energy amongst the team & the emotional connect that brought out stories and events...create the culture of organization and sense of pride... concurrently creates a sense of belonging....experienced in any other process."* - Sanjiv Lal, VP, Manufacturing

*"An enchanting experience ...An overall life. Must for every individual..."* - Anil Pathi, Manager ITC

*"...giving us new vision and an energy to look at the world with new eyes and positive attitude...every aspect of our life this works as a lamp, Spreading light of knowledge, oneness in everybody's life"* - Sandhya R, Teacher, DAV School, Mithapur

*"I got great insights that I'll apply both on the personal and professional front, enjoyed every moment of the program."* - Anirban Goswami, Consultant & Trainer

*"...never found myself with so much energy ...with fresh perspective of appreciative inquiry... a single flame of positive energy sufficient to destroy the negativity of Darkness..."* - Amit Jagdish Trivedi

*"AI has made a complete change in my behavior. This program has enriched us & we get to learn to appreciate others may it personal or professional..."* - Rajiv Kar MYK Laticrete

*"This program is really heart & soul touching. I would definitely recommend even school & colleges related to my kids & relatives to have such sessions. These sessions really make our families happy & enjoyable"* - K Malathi, ADP

*"AI program is quite a revelation for me ...There is no end to its applications... is a must for all the top managers and any corporate."* - U Kumar, Liquid Hub