

Appreciative Inquiry on U.Va.

V-RISE Meeting
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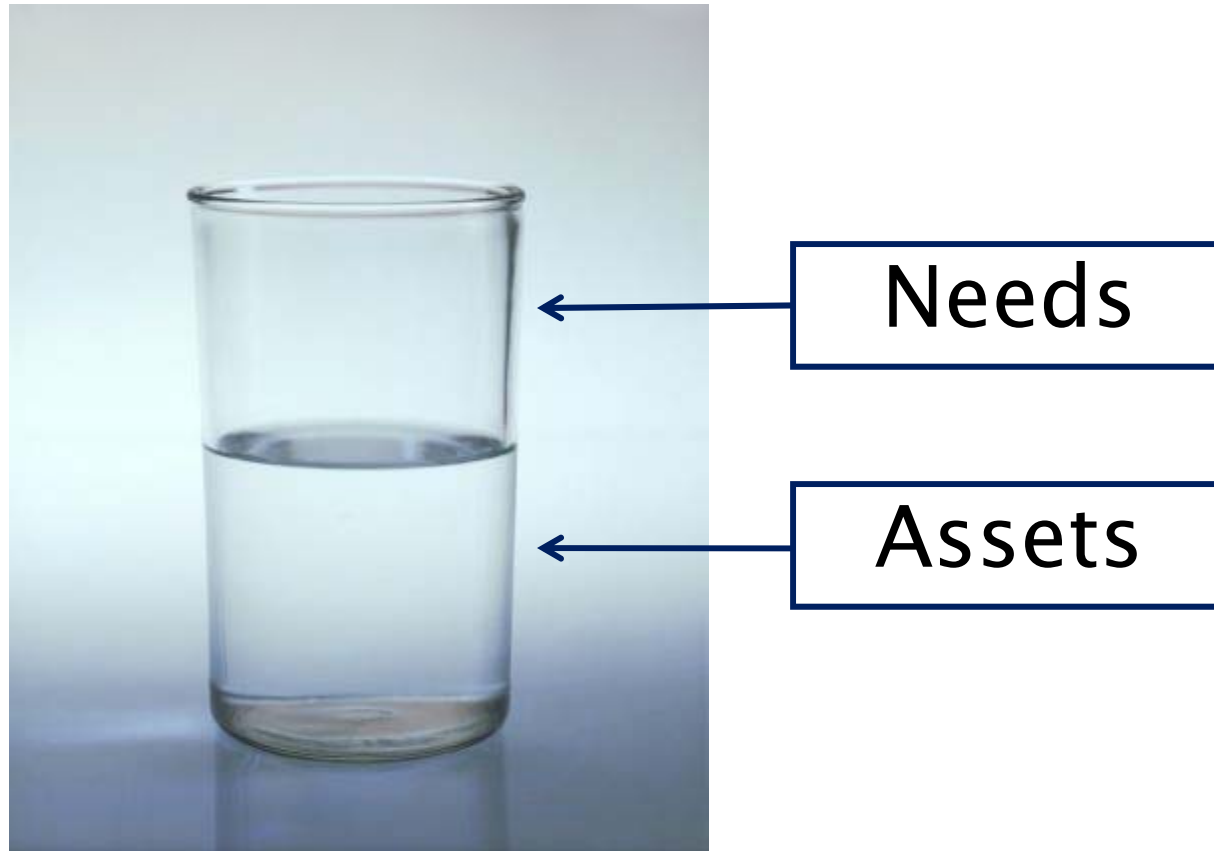
What do you see?



Deficit vs. Capacity-Thinking



Communities, organizations & individuals
have . . .



“Strategies for the Future of the University”



4

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- “We must make choices. No university has the means or the effectiveness in planning to launch every conceivable new initiative in every inviting field at one time.”
- “Our strategy is to strengthen our core resources while strategically funding selected new efforts that will further distinguish the University.” (pp. 3–4)

“Strategies for the Future of the University,” COFU, March 2008

The Glass Half Empty



5

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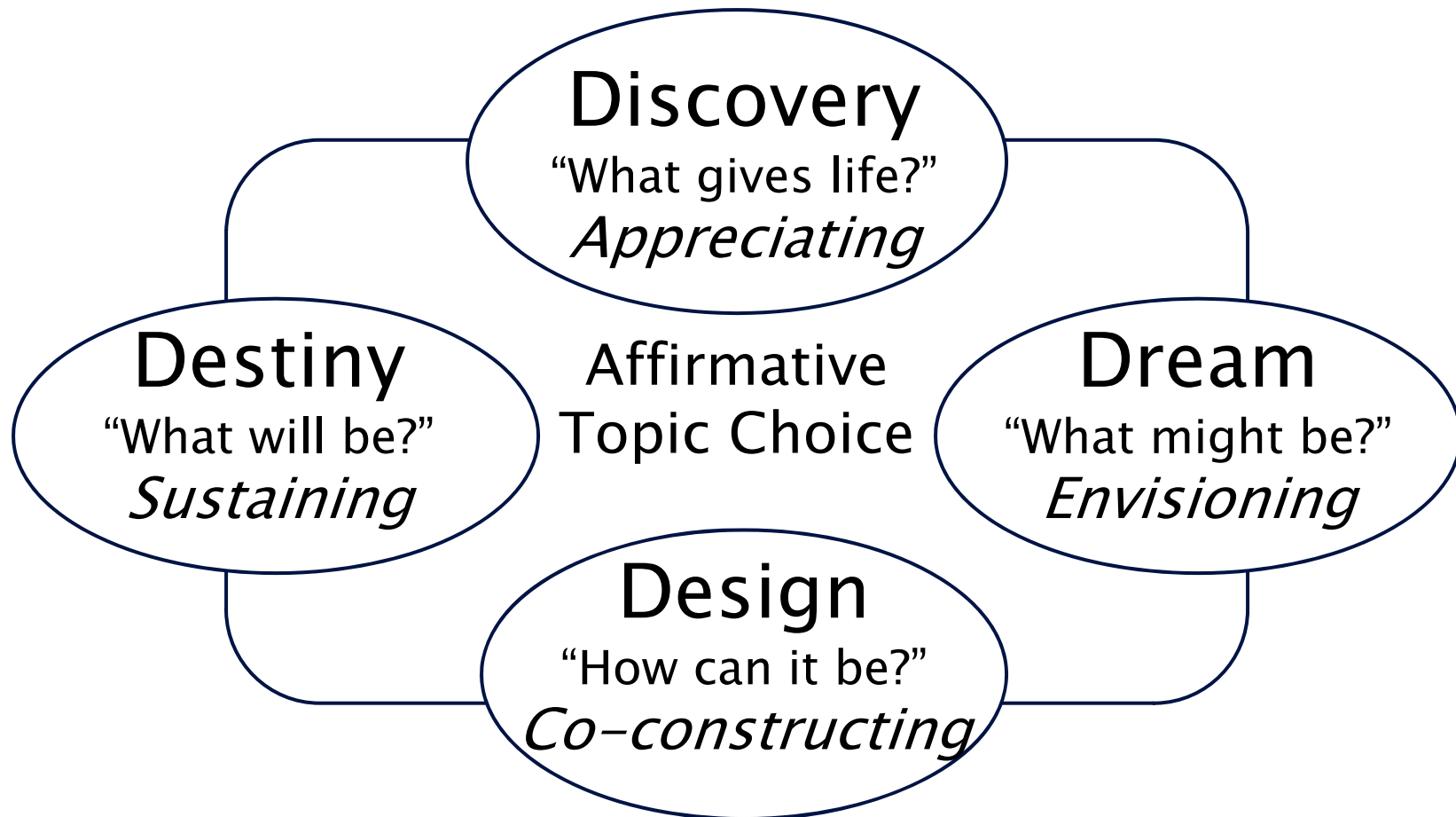


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Appreciative Inquiry



Cooperrider, Whitney, Stavros, *Appreciative Inquiry Handbook*, 2005

Searching for the Core



Think about the best organization –

- What's its story?
- Organization's characteristics?
- Leader's characteristics?

At U.Va. –

- 3–5 things most proud of?
- Best process/outcomes for strategic planning?

Searching for the Core



- Describe a time when U.Va. has been or is most alive, successful and effective.
- What are the things valued most about the nature of your work and your organization?
- What are the core factors that “give life” to U.Va.?