

3. Session 1: Facilitator plan

Time	Activity	Key points	Resources
20 min	Welcome and introductions	Introduction and background from host partnership to the focus of inquiry	
30 min	What is Appreciative Inquiry? a) Presentation b) Discussion in pairs (or group depending on numbers) – What appeals to you about Appreciative Inquiry? – What are your reservations?	<ul style="list-style-type: none"> – Check out who knows about Appreciative Inquiry or has experienced it – Is an approach to service development – Has shared thinking with other approaches, eg action learning – Involves a discipline and a need to trust the process 	3.1 Introduction to Appreciative Inquiry Powerpoint presentation
30 min	Practice work together a) Interview in pairs – ‘What has been one of your best experiences of your working life – a time when you felt most engaged and enthused?’ b) What was it like to interview in that way – share key points and collate on flip chart	<ul style="list-style-type: none"> – Asking you to try this way of working – Opportunity to practise (or re-familiarise yourself with this style) and to contract to this way of working – Trust the process – Stick to the questions we have offered 	3.2 Appreciative interview handout 3.3 When inquiring appreciatively handout
	Break		

Time	Activity	Key points	Resources
50 min	<p>Discovery</p> <p>a) Interview in pairs – ‘What has been your best experience of focus of inquiry, a time when you felt that it worked well for everyone involved?’</p> <p>b) In table group – collate what made experience possible, record on flip chart</p> <p>c) Large group – feedback and agree what matters</p> <p>d) One wish for the organisation/team/service</p>	<ul style="list-style-type: none"> – Try to focus on a time when it worked well – Work around table, then as large group (depending on numbers) – Aim is to identify what matters and what we want to bring with us to the positive future – Organise into main themes if possible – Ask people to be as specific as possible, eg unpick what ‘good communication’ is 	<p>3.4 Discovery exercise</p> <p>3.5 Discovery quadrants</p>
30 min	<p>Action</p> <p>Who do I need to share this thinking with and how will I do that?</p>	<ul style="list-style-type: none"> – Depending on energy, do this either as big group, walking gallery, post-it notes etc 	<p>3.6 Sharing the discovery action plan</p>
20 min	<p>Check out</p> <p>What was it like to inquire in this way? What am I taking away with me from today?</p>	<ul style="list-style-type: none"> – Either post-it notes or silent writing 	<p>3.7 Session 1: Checking out handout</p>