



# **Mining for Gold**

6<sup>th</sup> Program on

# **Appreciative Inquiry**

## **Essence and Applications**

July 27-28, 2015  
The Club, Andheri, Mumbai

- Experience and Learn AI
- Explore AI applications for change management
- Experience AI as a powerful tool for coaching

For CEOs, HR and OD professionals, Trainers, Management Consultants and Coaches.

Facilitators:

Dr. Wasundhara Joshi  
R Sankarasubramanyan

Contact: [wasundhara@changeworksindia.com](mailto:wasundhara@changeworksindia.com)

*“...All change, even very large and powerful change, begins when a few people start talking with one another about something they care about.”*

Margaret Wheatley

We have been brought up in a world where we are told not to trust, not to take things on face-value, to be suspicious...We have the old saying “All that glitters is not Gold”.

Imagine a world where we believe in magic, we awe at the mystery of life, we believe that even that which doesn't glitter can be gold! Imagine..if some of us start believing that and care about our belief!!

In this program, the gold is to discover the hidden potential in oneself and allow yourself to glitter for the rest of your lives.

In this program, the gold is to discover the hidden potential in oneself and allow yourself to glitter for the rest of your lives. In addition to learning and experiencing Appreciative Inquiry, We will be also learn the applications of AI – in Coaching on Day 3.

### **ABOUT APPRECIATIVE INQUIRY (AI)**

Appreciative Inquiry is a dynamic method to achieve results by deliberately seeking and leveraging the strengths, passions and life-giving forces that are found within every system which hold the potential for inspired, positive and sustained change.

The use of AI is increasing across the globe as more companies, corporations, communities, individuals and governments are discovering its immense potential for transformational and lasting change. It has been successfully used in companies like John Deere and HP, Healthcare and Educational institutions, Government bodies, community development and building nations (like the Imagine Nepal movement), UNICEF and UNDP. In India, it is becoming increasingly accepted and popular. We have used AI to work with several corporations like ACG Worldwide, Nicholas Piramal, Gujarat Gas, BG India, The Municipal Corporation of Mumbai, Deloitte&Touche, Hewitt HR Consulting, SNEHA, Akshara and Projects of International Institute of Education in India and Africa. Many practitioners of AI have come together to form The Appreciative Inquirer's Network([www.tapin.in](http://www.tapin.in)) where we can hear many more stories of AI work in India.

### **OBJECTIVES&METHODOLOGY**

- Learning Appreciative Inquiry approach, beliefs and concepts
- Explore into the variety of AI applications and their benefits
- Experiencing AI as a powerful tool for appreciative coaching

The first two days will focus on understanding AI, its philosophy and the method. We will do this by using it on ourselves, which will **'uncover gold'**: the potential and growth possible for each one of us, in our lives whether personal or professional. There will also

be an understanding of AI applications in general and practice Appreciative Coaching in particular.

Methodology would be experiential with concepts and theory inputs along with small group interactions. All participants will be provided with a CD containing a book on AI, recommended articles, case studies and a listing of useful resources available on AI.

### FOR WHOM

The purpose of this workshop is to enable the corporate and development sectors to learn this philosophy & tool and exploit it to its full potential. It is aimed at individuals who initiate and manage change, such as CEOs, Strategic planners, HR and OD professionals, trainers and change agents in NGOs, B-school teachers and Management Consultants. Coaching professionals will find a great application of AI in their field.

### ABOUT THE FACILITATORS

**R Sankarasubramanyan** and **Dr. Wasundhara Joshi** are Directors at ChangeWorks - a Mumbai based consulting organization.

<b>R Sankarasubramanyan</b>	<b>Wasundhara Joshi</b>
<p>SANKAR is the past President of TAPIN – ‘The Appreciative Inquirer’s Network’ of India and has more than 25 years of Human Resources and top management level experience in India and abroad.</p> <p>Sankar is an ardent student of leadership and its impact on organizations and communities. He has vast experience in various aspects of leadership development, talent management and personal growth.</p> <p>Sankar has led several AI summits for change management in corporations and social institutions in India and abroad.</p> <p>He is a professional member of Indian Society for Applied Behavioral Science (ISABS) and NTL Institute for Applied Behavioral Science, USA.</p>	<p>WASUNDHARA is certified in Appreciative Coaching from Fielding Institute.</p> <p>Wasundhara has an MD in Pediatrics and was a professor at Sion Hospital in Mumbai. She is a Consultant, Trainer, Leadership Coach and passionate about Change Management. Wasundhara has led various AI projects for the development and corporate sectors, as well as government systems.</p> <p>She has taught and coached others in becoming AI Facilitators in India, Nepal, Bangladesh and UK. She is an ICF certified coach.</p> <p>Wasundhara is a professional member of ISABS. She is a founder member of TAPIN. She is accredited as a coach with CCL (Center for Creative leadership)</p>

Wasu and Sankar have several publications on AI to their credit. They have also presented papers in various International AI conferences.

They have offered over ten open programs to train individuals on the use of AI. They have collaborated with the Academy of HRD for training, to produce a film and contribute to a book on AI. Many of the AI practitioners in India have taken the first steps in AI by attending their program.

They have explored it's use in personal growth and offer specific workshops for this under their "Gifts of the Shadow' series.

## ABOUT CHANGWORKS

ChangeWorks was registered as a company 'with a difference' in 2005. ChangeWorks inspires, motivates, recharges, energizes, and realigns organizations with positive changes.

The directors have a passion to help individuals and organizations work at their highest potential. ChangeWorks offers services in areas like Organizational Development, Leadership, Personal Development, Talent identification, assessment and development, Personal growth, Executive Coaching, Mentoring and any other specific client need. ChangeWorks collaborates with other individual professionals, consultants and organizations for specific expertise and assignments.

For more information please visit [www.changeworksindia.com](http://www.changeworksindia.com)

## INVESTMENT

Workshop	Investment in Rupees	Service Tax @ 14%	Total Payable In Rupees
AI Essence with applications	20000	2800	22800.00

The fees will include registration, program materials, conference lunch and teas.

A 20 % discount on the basic fee mentioned above will be available for three or more nominations from the same organization.

For individuals working in the development, health care and education sectors can apply for special rates by writing directly to [wasundhara@changeworksindia.com](mailto:wasundhara@changeworksindia.com).

Please fill the Nomination details given below and email it to the address provided. You can also print it and send it, but we try our bit for the environment!

Looking forward to meeting you at the Gold Rush!

**Sankar and Wasundhara**  
**Gold Miners!**

**CONTACT DETAILS**

Please send the nomination forms along with the Cheque/ Demand Drafts for appropriate amount drawn in favor of “**ChangeWorks Consulting Services Pvt. Ltd**” payable at Mumbai to:

C111, Sunrise Apartments,  
Raheja Vihar  
Chandivali, Mumbai 400072

Phone numbers: RSankar: +91 9820230723 Wasundhara Joshi : +91 989253403

Email: [rsankar@changeworksindia.com](mailto:rsankar@changeworksindia.com)      [wasundhara@changeworksindia.com](mailto:wasundhara@changeworksindia.com)

**NOMINATION FORM (to be completed and sent as hard copy or via email)**

**Name**.....

**Organization**.....

**Contact Details:**

**Address**.....

**Email id** .....

**Phone numbers (Mobile and landline)**.....

<b>Workshop</b>	<b>Total Payable In Rupees</b>	<b>Payment Details: Cheque #, Bank Name, Date and Amount</b>
AI Essence with Applications	22800	

A brief about your previous experience or exposure to AI

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What excites you or draws you to this workshop?

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