

# Appreciative Leadership

A Perspective on the Future of  
Leadership



# What is Appreciative Leadership

Valuing team contributions and strengths in a collaborative method to bring about positive change and influence continuous improvement by engaging the five strategies:

Inquiry

Illumination

Inclusion

Inspiration

Integrity

# Inquiry



Asks questions that allow sharing of diverse thoughts and ideas.

When leadership listens it indicates leadership values the team thoughts and inputs.

# Illumination

Allows teams to understand how they can best contribute to the end goal.

Creates a culture where they are able to express themselves, take risks, and support others.



# Inclusion



Opens the door for collaboration and engagement.  
Gives everyone involved a sense of ownership.

# Inspiration

*“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”*

*John Quincy Adams*

Provides teams a sense of direction, vision, and purpose. It is a leadership strategy that evokes transformation, innovation, and change.

# Integrity



Informs teams of what is expected of them and what they can expect of each other.  
It is leading by example.

# Benefits of Appreciative Leadership

## *HIGH PERFORMING TEAMS THAT YIELD*

- Everyone is invested
- Everyone contributes
- Everyone is valued
- Everyone wants to achieve the same goals

