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