



INNOVATION

PARTNERS INTERNATIONAL

2012 WORKSHOP CATALOGUE



WHAT we do



Envision Success

- ✓ Strategy
- ✓ Leading Positive Change
- ✓ Leadership Development
- ✓ Mergers & Acquisitions

THE PATH TO SUCCESS



Engage & Innovate

- ✓ Innovation Summits
- ✓ Organization Design
- ✓ Innovation & Improvement
- ✓ Employee Engagement

MAKING IT HAPPEN



Achieve Results

- ✓ Implementation & Evaluation
- ✓ High Performance Culture
- ✓ Training & Workshops
- ✓ Coaching

SUSTAINING INNOVATION



Strategy

Topic	Description
Rapid Strategy Development: Get Engagement and Results Quicker (1 day or 5 days)	An experiential overview of the Rapid Strategy Development process, replacing SWOT (Strengths, Weaknesses, Opportunities, Threats) with SOAR (Strengths, Opportunities, Aspirations, Results); includes planning tools and case studies on participatory and strength-based strategic planning and implementation.
LEAD (1 day)	A simple four-step planning process that draws on the findings and principles of AI, Positive Psychology, and the Strengths Movement: L isten, E levate, A pply, and D eliver.



Leadership

Topic	Description
Leadership Transition and Transformation (1 day)	A personal leadership development program for people who are interested in engaging in a process of reflection, exploration and regeneration. It is particularly, though not exclusively, designed for transition, understanding the relationship between inner dynamics and outer life/work challenges.
Leading with EQ (2.5 days)	Leading with EQ helps leaders build emotional and social effectiveness. It introduces the case for emotional intelligence, explores the fifteen competencies of EQ and participants explore how to build their emotional awareness as managers and coaches.
AI Everyday: Appreciative Capacities at Work & Life (2 days or progressive 6 week program)	An interactive workshop that begins with completion of the “Appreciative Capacities Inventory (ACI)” and then teaches participants how to; uncover strengths, reframe problems, ask positive questions, strengthen people’s capacity to anticipate and achieve desirable outcomes, mobilize groups to engage in collaborative, even transformative conversations, that sustain positive change.



Leadership (cont'd)

Topic	Description
Leadership and Change (3-4 days)	A program for leaders who are seeking to lead positive change. Leaders are invited to create a vision for their own leadership and identify strategies that will help them create a culture that is positive and strength based. In addition, leaders learn about the theory and practice of Appreciative Inquiry.
Leadership Presence (2 days)	A program for leaders interested in communicating with a strong leadership presence. Participants learn and experience how mood, emotion, and thoughts impact believability and presence.
The Strength-Based Leader (2 days)	Highly interactive program equips leaders with knowledge and skills to make a greater impact building on the latest research on leadership and positive behavior change. Leaders gain insight into their unique strengths and learn new tools to get more done through others, while achieving greater results.



Innovation, Change, Design

Topic	Description
The Innovation Summit: Leading Large-Group Change (2 days)	This program provides information on planning, designing, and executing large-scale high engagement events, including: examination of recent summit designs, planning tools, and follow-up success stories for igniting and sustaining summit momentum.
Sustaining Momentum in Implementation (2 days)	In this workshop participants engage in experiential learning, coaching, and practice for post-summit action planning and implementation teams. Focus on individual/group strengths and capacities needed to increase team effectiveness and sustain momentum over time.
Leading Positive Change (1/2 to 1 day)	Participants are introduced to Appreciative Inquiry (AI) from a design-thinking perspective
Organizing for Innovation & Engagement <i>(High Performance Cultures - By Design)</i> (2 days)	This learn-by-doing workshop shows how you can create a new culture of innovation and engagement by collaboratively developing the changes needed in your designed environment (roles, responsibilities, structures, HR and IT systems) and culture.



Engagement and High Performance Culture

Topic	Description
Thriving Cultures: Generating Positive Possibilities (2 days)	An experiential learning approach to building on the strengths of an organization's culture to increase appreciation, collaboration and innovation. Participants attend as a team prepared to take advantage of their organization's opportunities.
Strength-Based Project Management (2 days)	Combination of experiential learning, team-based exercises, and case study applications, building on the Project Management Institute's PM Body of Knowledge (PMBOK®).
Strategic Collaboration (4 days)	Participants learn when to utilize Appreciative Inquiry, Open Space Technology, World Café and Polarity Mapping to increase engagement and strategic collaboration and then self-organize to create action plans for large group projects.



Engagement and High Performance Culture (cont'd)

Topic	Description
Leading Virtual & Remote Teams (2.5 days)	Using the 3 key vantage points of: Leadership & Management; Socialization & Community; and Communication & Collaboration, this program provides leaders of virtual and remote teams with a model for planning and realizing their effectiveness. Participants are introduced to a range of technologies for digital collaboration and communication, and a guide for selecting appropriate technologies.
Valuing People (1 day)	Utilizing strength-based means to merge organizational and individual ambitions in the pursuit of improved productivity, profitability and job satisfaction.
In-Powering Individuals and Teams (2 days)	Understanding individual talents and how, with knowledge, skills and use, they can be leveraged into strengths to benefit individuals, teams and ultimately organizations.

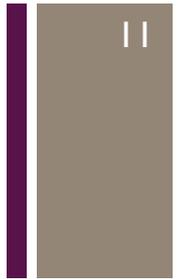
+ Appreciative Inquiry and Other Topics

Topic	Description
Leading Positive Change & Intro to Appreciative Inquiry (1 day)	Introduction to the theory, principles, and practices of AI.
Appreciative Inquiry (AI) Foundations (3-4 days)	In-depth review of AI theory, principles, positive psychology research, and case study applications using a highly interactive, experiential “5-D” process.
Leading Positive Change (2 days)	An interactive program that equips people with the knowledge and skills to make a greater impact. Building on the latest research on positive behavior change, people gain insight into their unique strengths and learn new tools to get more done while achieving greater results.

+ Appreciative Inquiry and Other Topics (cont'd)

Topic	Description
Positive Attitude, Positive Altitude (1 day)	Focus on attitude and behavioral choices as they translate into action and outcomes. Includes experiential activities for helping individuals to discover and tap into signature strengths for goal development, advancement, and action, from reframing problems to opportunities, to affirmative images, words, and actions.
From Conflict to Collaboration (2 days)	A facilitator workshop on expanding capacity to practice inquiry as a means for capitalizing on conflict. Experiential activities are a central tool.
Advanced AI Practitioner Clinic (1-2 days)	Applying AI theory and principles for designing and leading complex AI initiatives. Utilizing case studies, real project examples, and co-coaching to take AI learning to the next level. (pre-requisite: AI Foundations)

+ Appreciative Inquiry and Other Topics (cont'd)



Topic	Description
Designing Strength-Based Initiatives (2 days)	Deep dive into AI “Definition” phase for project start-up. Integrating strength-based and high engagement processes and tools with traditional project start-up activities – project charter, vision, stakeholder scanning, forms of engagement, and roles and responsibilities.
Facilitating Strength-Based Initiatives (2 days)	Strategies, tips and tools for facilitating strength-based initiatives that optimizes adult learning, creativity, collaboration, and engagement.
Essence & Enneagram (1-2 days)	The Enneagram is an integrated system for understanding why people act the way they do. This dynamic approach to the whole person provides a map for psychological and spiritual integration.
The Heart of Emotional Intelligence (1 day)	This program provides an overview of the four realms of emotional intelligence: Interpersonal, Intrapersonal, Adaptability, Stress Management, and General Mood. It sheds light on the factors related to work success in a variety of professions, and clarifies the traits of 'star performers' for talent management

+ Appreciative Inquiry and Other Topics (cont'd)

Topic	Description
AI and Positive Family Development	<ul style="list-style-type: none"> ■ Positive Parenting Workshop – 2-4 hr ■ Bringing Out the Best in Our Families – 2-4 hr ■ Discovering Your Child’s Strengths & Building on Them - 2 days ■ Positive Parenting Partnerships: Bringing Out the Best in Each Other as Parents – 4 hr
Appreciative Negotiating (1 day)	Using appreciative means to understand the interests that drive positions and how to find common ground based on those interests.
Appreciative Communications (1 day)	Discovering means of addressing concerns in ways that open people to the possibilities of solution.

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POSITIVE CHANGE THE
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