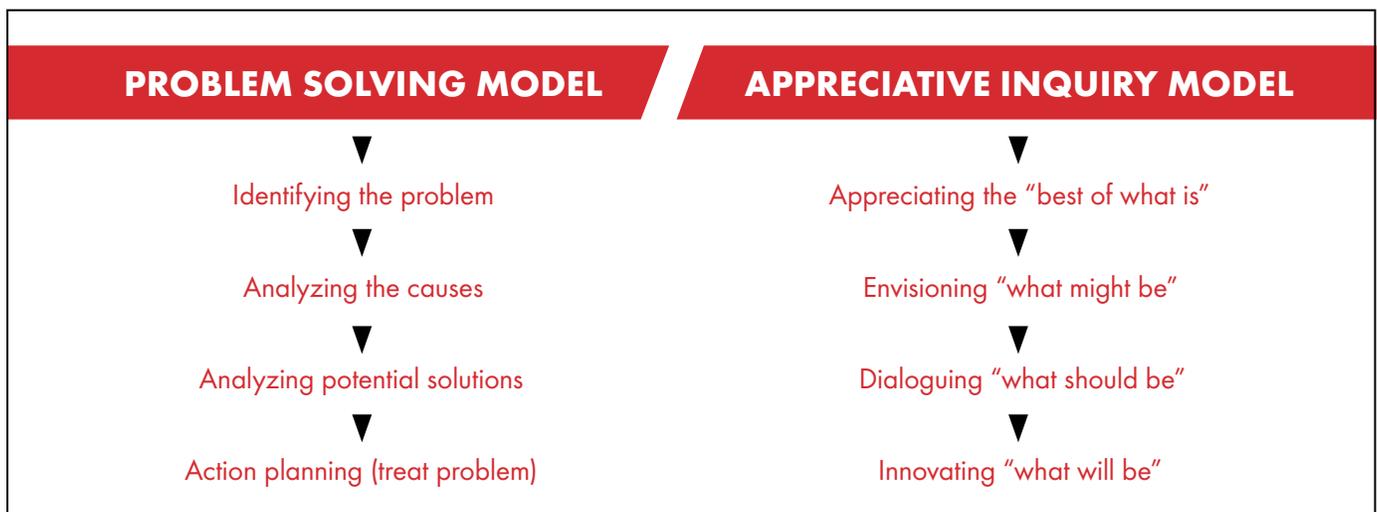


EMBRACE THE TALENTS OF YOUR TEAM

JESÚS DE LA GARZA, FOUNDER, MONARCH LEADERS

APPRECIATIVE INQUIRY is a term used to differentiate between the scientific management approach (Taylor 1919) and the strength base approach (Cooperrider 1987). The goal of the scientific management approach is to define what isn't working and finding a solution to the problem. On the other hand, the goal of the strength base approach is to define what is working and seeing the best in the situation. As leaders, by following the strength base approach, we are able to spot and embrace the talents of our team.

Based on the chart below, the Problem Solving model focuses on treating the problem, whereas the Appreciative Inquiry model focuses on maximizing the strengths of the team.



As you can see above, the Appreciative Inquiry model promotes vision and positive change.

"A key element of the Appreciative Inquiry approach is the clarity of vision."
- JESÚS DE LA GARZA



APPRECIATIVE INQUIRY ASSUMES:

1. In every society, organization, or group, something works.
2. What we focus on becomes reality.
3. The experience of reality is created in the moment and there are multiple experiences of reality.
4. The act of asking questions influence the group (or individual) in some way.
5. People have more confidence and comfort to journey to the future when they carry forward parts of the past with them.
6. If we carry parts of the past forward, they should be what is best about the past.
7. It is important to value differences.
8. The language we use creates our reality.

A key element of the **APPRECIATIVE INQUIRY APPROACH** is the clarity of vision. If there is clarity of vision within a company or a group, decisions can be made easier, especially during difficult and confusing situations. On a continuous basis, high performance groups ask themselves, "how can we improve?", "is this activity or action aligning with the vision?" Having direct answers to these questions can help gain a clear sense of the person.

The Monarch Advantage is a unique perspective for leaders and organizations. This integrative methodology, called CORE, brings together Coaching, Counseling, Mentoring and Consulting. Combined, these provide a powerful tool that delivers high impact and transcendence so the person or organization can maximize their potential.



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