



Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization

Diana Whitney, Amanda Trosten-Bloom, Kae Rader

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Advance Praise for *Appreciative Leadership*:

"A must-read for leaders at all levels who believe that both common sense and business sense require engaging and encouraging rather than mandating or manipulating. It may become my most-recommended book." -- Frank Rogers-Witte, Ph.D., Director, Executive Staff Effectiveness, Hewlett-Packard IPG

"Building on a simple but powerful idea, **Appreciative Leadership** offers an approach to organizational transformation applicable to institutions as varied as businesses, universities, church bodies, and health systems. Packed with dozens of stories and suggestions, it offers key insights translated into replicable strategies for action." -- Jane McAuliffe, Ph.D., President, Bryn Mawr College

"The positive basis of power is illuminated brilliantly in this courageous leadership book. **Appreciative Leadership** touches the heart of leadership--the kind people most deeply desire--in a way that will change lives, businesses, and every relationship you wish to build." -- David L. Cooperrider, Ph.D., Professor of Social Entrepreneurship, Case Western Reserve University

"Leadership driven by principles and integrity is more important today than ever. **Appreciative Leadership** shows how to blend principles of collaboration, quality, and service for both long-term achievement and practical daily impact. It provides a model of success for a new generation of leaders." -- R. Edward Howell, Vice President and Chief Executive Officer, University of Virginia Medical Center

The Positive Approach to Leadership That Brings Out the Best in Everyone Appreciative Inquiry has become one of the most popular new management tools in business today. Its premise is simple yet profound: Instead of focusing on what's wrong in the workplace, learn about and build upon what works.

Dr. Diana Whitney--a leader in the field of Appreciative Inquiry--and colleagues Amanda Trosten-Bloom and Kae Rader bring the next generation of these ideas forward, with practical and proven tools for leadership. A refreshingly different approach to managing organizations, Appreciative Leadership turns conventional management thinking on its head, demonstrating how to get results with "positive power." All you need are the five "I's" . . .

- **INQUIRY:** Leading with positively powerful questions.
- **ILLUMINATION:** Bringing out the best in people and situations.
- **INCLUSION:** Engaging with others to cocreate the future.
- **INSPIRATION:** Awakenning the creative spirit.
- **INTEGRITY:** Making choices for the good of the whole.

This revolutionary approach brings people together, drives companies forward--and takes your leadership skills to a whole new level.

Appreciative Leadership shows you how to fully engage your team through positive inquiry and open

dialogue--so that everyone feels included and valued, inspired and motivated . . . and ready to work together to win. In this user-friendly guide, you'll discover exciting new techniques to open up discussions, exchange ideas, agree on a plan, and follow up on your goals. You'll learn simple tips on how to keep your team on track with a can-do attitude. And you'll find satisfying new ways to be engaged, passionate, and present.

This book isn't a quick-fix solution to your management problems. It's a full-time, lifelong commitment to your values, your vision, and your connection to others. This is how the best leaders in the world bring out the best in people, their organizations, and themselves. This is *Appreciative Leadership*.

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