Handout: Appreciative Inquiry Journey (Arrows tool)

Dawn: Our Work Begins

**What needs to happen?** Working together, we will establish the Culture Change Coalition, learn about and from each other, develop skills and knowledge in preparation for an appreciative process, and work to build trusting relationships and nurture authentic partnerships

**What will we accomplish?** An understanding of a shared purpose and the knowledge and skills required to begin Discovery

Discovery: Appreciating the Best of What is

**What needs to happen?** We will plan for, gather, and share positive stories of ‘high point’ experiences, ensuring that diverse voices are heard.

**What will we accomplish?** The identification of the ‘positive core’ or what is ‘life giving’ about the site, organization, or community.

Dream: To Imagine what could be

**What needs to happen?** Members will reflect on the positive core, challenge the status quo, and develop common images of what could be

**What will we accomplish?** The team will create a set of aspiration statements which will help guide future actions.

Design: To plan for What Will Be

**What needs to happen?** Together we will develop realistic plans of actions and steps necessary to realize our aspiration statements

**What will we accomplish?** A clear action plan for moving forward that is in line with the shared vision

Destiny: Deliver our Shared Destiny

**What needs to happen?** We will work together to empower those within our site, organisation or community and creatively support and sustain the action plan for a shared future

**What will we accomplish?** New learning, adjustments, and changes as everyone works to make the shared vision a reality