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AI Practitioner

International Journal of Appreciative Inquiry



Appreciative Inquiry: Offshoots and Innovations

Edited by

Sallie Lee, Ada Jo Mann and Jennie Hetzel Silbert

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Co-publishers

**The David L. Cooperrider Center for Appreciative Inquiry
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Sallie Lee

Sallie Lee, thinking partner and facilitator for a global client base, was certified in Appreciative Inquiry through the yearlong Global Excellence in Management (GEM) program in 1997 and never looked back. Sallie and GEM director Ada Jo Mann initiated the AI Jam in 2017, partnering with the Cooperrider Center, and has gone on to collect video interviews of colleagues' AI history for the World Inquiry.
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Ada Jo Mann

Ada Jo Mann began her career in international development as a Peace Corps Volunteer. Jane Watkins encouraged her to meet David Cooperrider and a partnership developed that resulted in the Global Excellence in Management (GEM) initiative which for seven years spread Appreciative Inquiry throughout the world. In her retirement she has become a poet and recently published *Words Create Worlds*, available on Amazon.
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Jennie Hetzel Silbert

Jen Hetzel Silbert, MSOD, is a master group facilitator, serial mentor and force for positive change who has an unshakable belief that everyone is worthy of learning, working and earning to their full potential. She brings over twenty years in strengths-based strategy and community engagement to cities, schools, Fortune 500 companies and indigenous villages around the world.
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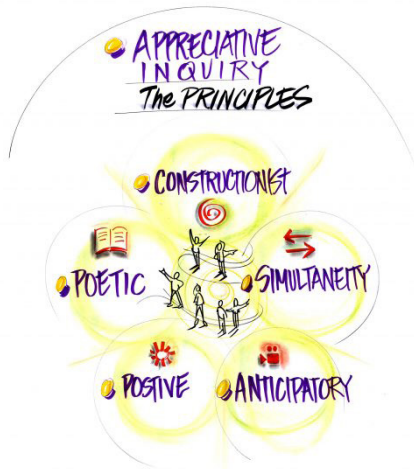
Introduction to Appreciative Inquiry Offshoots and Innovations

One of the strengths of Appreciative Inquiry is that David Cooperrider and other early AI thought leaders were committed to keeping AI open source and available to all. The co-editors of this issue are increasingly aware of the bounty of AI offshoots and innovations that are evolving around the world. Their hope is that this issue will plant the seeds for more offshoots to flourish.

As forever friends and lifelong partners in AI innovations, Ada Jo Mann, Sallie Lee and Jennie Silbert have reunited to shine the light on what they have noticed as offshoots of Appreciative Inquiry (AI) emerging around the world.

One of the strengths of Appreciative Inquiry is that David Cooperrider and other early AI thought leaders were committed to keeping AI open source and available to all. As the Appreciative Inquiry community enters the age of the Earthshot, where ever more creative ways of seeing and using the AI principles are contributing to new solutions, we are increasingly aware of the bounty of AI offshoots and innovations that are evolving around the world. By offshoot or innovation we mean strengths-based approaches that align with and go beyond the core [AI principles](#) and practices and touch almost every aspect of human interaction.

We believe there are people doing spectacular AI work around the world, many of whom others may not have heard about or be connected to. We dedicate this *AI Practitioner* issue to shining a light on some of these offshoots and innovations. Our hope is that this issue will plant the seeds for more offshoots



Graphic of AI Principles by Diana Arsinian (2016)

to flourish, which we hope can be included in a future book. (Note: if you have an offshoot that you think might be included in that future book, we'd like to hear from you!)

This *AI Practitioner* issue is organized by the many branches, by the unique vines and offshoots, including:



Planet/worldview

- **Igniting Hope, Love and Positive Change: Appreciative Inquiry Principles in Action**, by Wendy B. White and Lisa Marie Main
- **From Climate Anxiety to Climate Resilience**, by Alex Arnold
- **Regenerative Business Growth: Using Ecosystem Strengths To Build A Better World**, by Bernard Mohr

Community

- **Appreciative Inquiry, Social Identities and Behavior Change**, by Dr Cathy L. Royal, Ph.D.
- **Reimagining Place and Appreciative Inquiry Practice Through Transdisciplinary, Technology-Driven Approaches in New Zealand**, by Dr Maggie Buxton and with Kim Newall



To read Maggie Buxton's article, go to page 32.

Education

- **A Journey: Evolving AI Practice in Higher Education and Resilience**, by Drs Joan McArthur-Blair and Jeanie Cockell

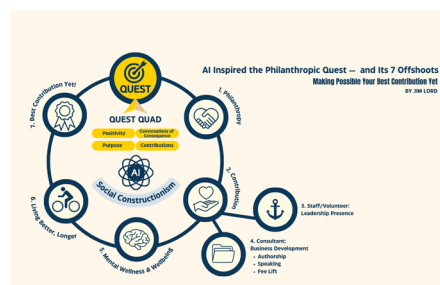
Health and wellness

- **Leveraging Appreciative Intelligence for Healing Trauma with Survivors of Human Trafficking**, by Carol Metzger

- **Reflecting on Our Journey: Sharing Appreciative Inquiry (AI) within the NHS**, by Suzanne Quinney, Daniel Hodgkiss, Katy Fisher and Kayleigh Barnett

Organizational excellence

- **Reinvention is *The Strategy*: Breathing New Life Into Change Management Gone Wrong**, by Nadya Zhexembayeva
- ***Icky or Wow!* How AI Can Transform Philanthropy – and Even yYur Life!**, by Jim Lord
- **From Deficits to Strengths: Transforming Intercultural, Diversity, Equity and Inclusion with Appreciative Inquiry**, by Tanya Cruz and Marlene Ogawa



To read Jim Lord's article, go to page 54



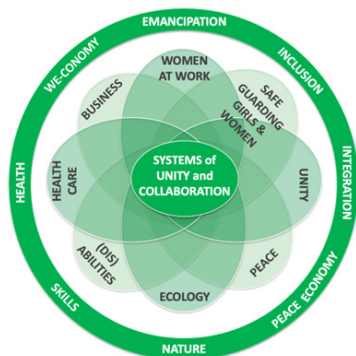
To read Miriam Subirana's article, go to page 69.

Individual learning and reflection

- **Reimagine Retirement: Turning Transitions into Transformations**, by Sherri Sutton
- **Appreciative Living Rapid Change: the Next Generation of AI**, by Jackie Kelm
- **Appreciative Inquiry as a Pathway to Reflection, Individual Learning and Personal Transformation**, by Miriam Subirana
- **PAUSEitivity: Navigating the Space Between Reaction and Response**, by Maureen (Mo) McKenna

Generative conversations

- **Appreciative Inquiry in Practice: Building Inclusive Cultures and Antifragile Capacity in Biotechnology Organizations**, by Amri Johnson
- **From Principles to Practice: Expanding Appreciative Inquiry with Conversations Worth Having**, by Cheri Torres and Jackie Stavros



To read Claudia Gross's article, go to page 89.

- **speakGreen: Co-creating a Thriving World, Word-for-Word - The Transformative Power of Our Word Choice and Narratives**, by Claudia Gross
- **Changing the Conversation around Death and Dying**, by Tony Silbert

The Poetic Principle

Anne Radford

Appreciative Inquiry: The Gift That keeps on giving
Indra's Net: Ancient Image of Oneness, Wholeness and Diversity

Joan McArthur-Blair

Blue Water Bridge
Wonder

Ada Jo Mann

Words Create Worlds
Follow the Sun
Positive Image, Positive Action
Villanelle for Appreciative Inquiry
Thanks to Jane

Photograph of Jennie, Ada Jo and Sallie at the World Appreciative Inquiry Conference in Nepal (2010)



Sallie Lee, Ada Jo Mann and Jennie Hetzel Silbert
May 2025

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The David L. Cooperrider Center for Appreciative Inquiry is the global Center of Excellence in Appreciative Inquiry and strengths-based organizational management. Situated in the Robert P. Stiller School of Business at Champlain College, the Center:

- Provides cutting-edge educational offerings in AI and Positive Organizational Development,
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- Learning is at the heart of what they do: they aim to create and facilitate powerful learning processes.
- The professionals from Kessels & Smit want to be good company to each other and to people they work with: they believe the best solutions are developed in partnerships.
- They strive to be a learning organization, constantly renewing their work processes, structures and approaches. The company is their “laboratory”, where they experiment and find answers for learning and development and organizational questions.

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