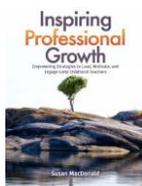




1

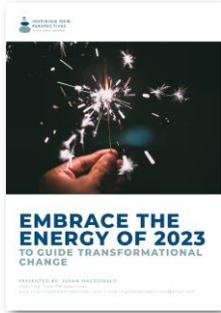


2



1. Identify a professional transformation you would like to focus on this year
2. Clarify an impact goal
3. Design an action plan, starting with small changes, for achieving your goals
4. Develop new ideas for using Appreciative Inquiry to support transformation in your program

3



4



OPENING REFLECTION

We are all sculptors, authors, and composers. Our lives, quite simply, are our most precious projects. And a life of joy – if we want it – is ours to cultivate and to cherish, to express and spread, and to discover and design. - Jacqueline Kelm

5



“

No dark fate determines the future. We do. Each day and each moment, we are able to create and re-create our lives and the very quality of human life on our planet. This is the power we wield.

- Dalai Lama and Desmond Tutu

Dalai Lama (Tenzin Gyatso) and Desmond Tutu, 2015. The Book of Joy: Learning How to Be Happy in a Changing World. HarperCollins Publishers, New York, NY.

”

6



7

BE A ROLE MODEL FOR GROWTH AND CHANGE

"More than three decades of research has shown that managers' style of leadership and behavior accounts for more than 70 percent of employees' perceptions of organizational climate. In fact, employees' feelings about management were found to be the main factor that improves employees' perceptions of their company's organizational climate."

— The Five Languages of Appreciation in the Workplace by Gary Chapman & Paul White, page 133



8

THE MULTI-GENERATIONAL EFFECT OF EARLY CHILDHOOD EDUCATION

Perry Preschool: Intergenerational Effects Research Summary

Professor Heckman and his co-author find that the original participants of the program had **significant gains in personal and family life outcomes that provided their children with positive second-generation effects on education, health, employment and civic life**. Early childhood education resulted in stronger families and significantly contributed to upward mobility in the next generation—an indication that early childhood education can be an effective way to break the cycle of poverty.

<https://heckmanequation.org/resource/perry-intergenerational-effects-summary/>

EMBRACE THE ENERGY OF 2023 TO GUIDE TRANSFORMATIONAL CHANGE

9

BREAKING THE TTWADI SYNDROME

“Change is necessary to address our own tolerance for mediocrity. Change is essential to close the opportunity gap that exists for so many children and their families. And change is necessary to close the opportunity gap that has existed for many in our workforce.”

- Carter and Lee



10

TRANSFORMATION

is a shift at the most fundamental level of being, thinking, perception, character and worldview.

PRESENCE

requires us to be fully present in the moment and we also need to be aware of the “presence” that we bring to the “present” moment.



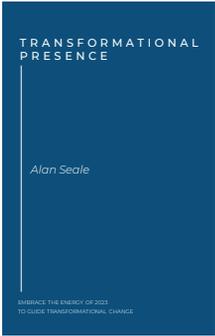
11

TRANSFORMATIONAL PRESENCE

means showing up to life and leadership in a way that creates the best possible conditions for transformation to occur.

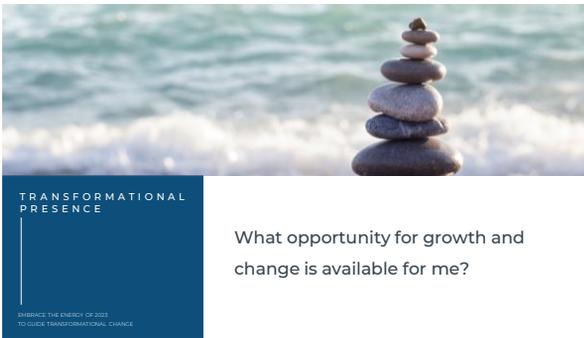


12



To be present is an act of creation
 Your presence –
 How you show up to life –
 No matter how powerful or subtle,
 Impacts what happens in your world,
 Just because you are there.
 How do you choose to show up?
 How do you choose to engage with the world?
 How do you choose to make a difference?
 How will you help to create a world that works?

13



What opportunity for growth and
 change is available for me?

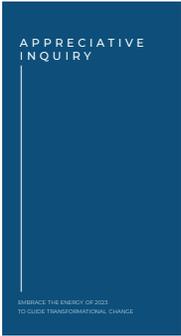
14



Change, even dramatic
 change and transformation,
 is easier than we ever
 thought before – when it is
 approached in a positive,
 life-centric, appreciative
 way.

– David Cooperrider

15



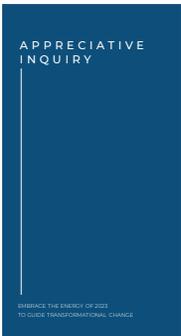
AP-PRE'CI-ATE, V.,

1. valuing; the act of recognizing the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems

2. to increase in value, e.g. the economy has appreciated in value.

Synonyms: VALUING, PRIZING, ESTEEMING, and HONORING.

16



IN-QUIRE', V.,

1. the act of exploration and discovery.
2. to ask questions; to be open to seeing new potentials and possibilities.

Synonyms: DISCOVERY, SEARCH, and SYSTEMATIC EXPLORATION, STUDY.

17

CORE ASSUMPTIONS OF APPRECIATIVE INQUIRY

- What we focus on becomes our reality
- Vitality is always there to be discovered
- People increase their confidence for change when they build on what they know

18

GENERATES NEW POSSIBILITIES

The more we know about our strengths, the better our changes will be



19

THE FIVE ORIGINAL PRINCIPLES OF AI

EMBRACE THE ENERGY OF 2023 TO UNLOCK TRANSFORMATIONAL CHANGE

The Constructionist Principle

We See Things as We Are

The Poetic Principle

Whatever We Focus On, Grows

The Simultaneity Principle

Change Begins the Moment We Question

The Anticipatory Principle

Positive Images Create Positive Future

The Positive Principle

The Positive Core Expands as it is Affirmed and Appreciated

20

FIVE CORE STRATEGIES OF

APPRECIATIVE INQUIRY

Inquiry – Ask positively powerful questions

Illuminate – Bring out the best in people and situations

Inclusion – Engage with people to coauthor the future

Inspiration – Awaken the creative spirit

Integrity – Make choices for the good of the whole

Appreciative Leadership, By Diane Whitney, Amanda Tristen, Bloom and Kase Rader

21

APPRECIATIVE LEADERSHIP

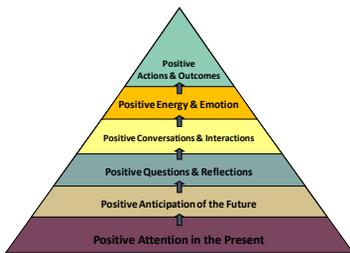
“Appreciative Leadership is the relational capacity to mobilize creative potential and turn it into positive power – to set in motion positive ripples of confidence, energy, enthusiasm, and performance – to make a positive difference in the world.”

- Appreciative Leadership, By Diane Whitney, Amanda Trosten-Bloom and Kae Rader



22

APPRECIATIVE INQUIRY



23

APPRECIATIVE INQUIRY 4D MODEL



24



VISUALIZATION EXERCISE - YOUR BEST SELF

When we deliberately imagine the ideal, we give ourselves permission to think outside the proverbial box. - Jacqueline Kelm

25

YOUR BEST SELF - VISUALIZATION EXERCISE

EMBRACE THE ENERGY OF 2023 TO ENJOY TRANSFORMATIONAL CHANGE

DEBRIEF:

- Take a few minutes to reflect on your thoughts:
- What new thoughts, ideas, or feelings surfaced for you?
- What is one idea or thought came to you about your own leadership?
- What is one change you would like to make to begin to transform your daily work?

REMEMBER:

Daily life can be challenging and we are not always going to be at our best. Use your thoughts and inspirations from this visualization to remind you to consistently connect with the ideal work life you desire.

26



STEP ONE: DISCOVER - THE BEST OF WHAT IS

- What do you love about the work you are doing?
- What core values and aspirations have kept you committed to your work in the early childhood field?
- What professional skills and talents are you most grateful for?
- How have those skills and talents contributed to your success?
- What do you feel most inspired by in your current work?

27

STEP TWO: DREAM – WHAT MIGHT BE

- What are your hopes for your career in the early childhood field?
- What is your biggest dream for your professional career?
- What legacy do you hope to leave? How do you want to be remembered for your work?
- What do you want to create?
- Imagine it is January 2024, and you have been selected for an award for director or educator of the year! What professional skills helped you achieve this award? What specific words or phrases were used to describe your strengths?



28

CREATE A PROFESSIONAL GROWTH WISH LIST

If my mind can conceive it, My heart can believe it, I know I can achieve it!
— Jesse Jackson



List every hope, skill, and aspiration you would like to enhance or develop this year. Think beyond your current day-to-day reality. Let your ideas flow. Imagine that whatever you write on this paper will become a reality in the coming year.

29

STEP THREE: DESIGN – HOW IT CAN BE

- Reflect on all that you have written in your Dream reflections, then list your ideas for what you can begin doing this year that will help you make your hopes and dreams a reality.
- Review your ideas and prioritize one or two ideas to guide your work this year. What will have the biggest impact on your professional work? What will help you thrive in the workplace? What will renew your passion for your work?
- Create one goal that captures the essence of what you want to achieve and will positively impact you.



30

STEP FOUR: DELIVER - WHAT WILL BE



31

STEP FOUR: DELIVER - WHAT WILL BE

- List four to five small action steps you can begin to take to move you closer to achieving your impact goal.
- For each action step determine a specific date for completion.
- Create a one-page summary of your impact goal, action steps, and timeline.



32

STAY FOCUSED

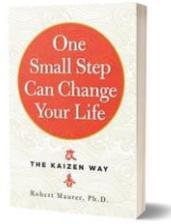
“ When you stay focused and keep a commitment you create momentum, and momentum creates momentum” - Rich Fettke



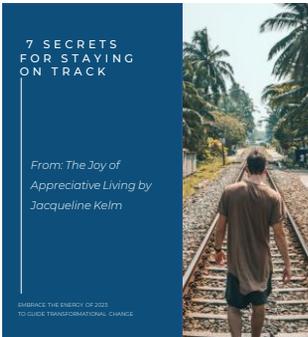
33

KAIZEN

- Ask small questions
- Think small thoughts.
- Take small actions.
- Solve small problems.
- Bestow small rewards.
- Identify small moments.



34

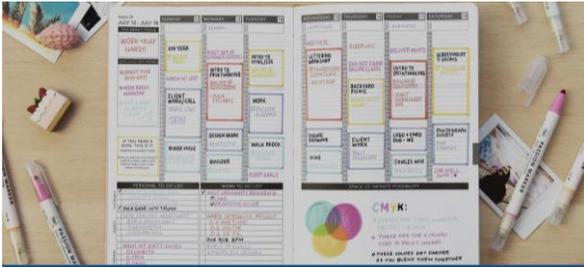


1. Create Positive Rituals
2. Track Your Results
3. Reward Your Success
4. Create Novelty
5. Get Inspired
6. Partner with Someone or Join a Group
7. Do it Anyway

35



36



BE INTENTIONAL!

37

168 HOURS!

"I don't have time," really means it's not a priority.

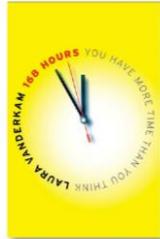
— Laura Vanderkam

You can choose how to spend your 168 hours, and you have more time than you think.

— Laura Vanderkam

Time is elastic. It stretches to accommodate what we choose to put into it.

— Laura Vanderkam



38

CREATE DAILY HABITS AND ROUTINES

ATOMIC

- An extremely small amount of a thing; the single irreducible unit of a larger system.
- The source of immense power and energy

HABIT

- A routine or practice performed regularly; an automatic response to a specific situation



39

THERE ARE NO GOOD HABITS OR BAD HABITS. THERE ARE ONLY EFFECTIVE HABITS.

ASK YOURSELF:

Does this behavior help me become the type of person I wish to be? Does this habit cast a vote for or against my desired identity?



40



“
One of the huge imbalances in life is the disparity between your daily existence, with its routines and habits, and the dream you have deep within yourself of some extraordinarily satisfying way of living.
 ”

– Dr. Wayne Dyer

41



“
All big things come from small beginnings. The seed of every habit is a single, tiny decision. But as that decision is repeated, a habit sprouts and grows stronger.
 ”

– James Clear

42



43

APPRECIATIVE INQUIRY TO GUIDE TRANSFORMATION

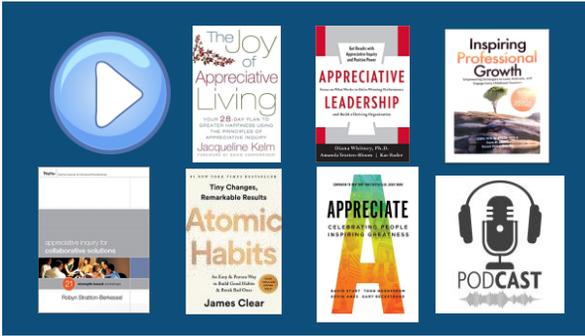
- Creating engaging Individual Professional Development Plans
- Guiding inspiring group dialogues about program changes with educators, board members, funders or parents (environments, curriculum, positive relationships...)



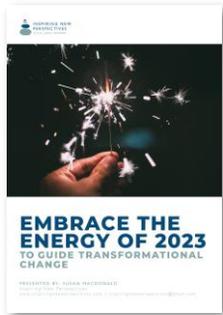
44



45



46



47



48



**CONTACT
INFORMATION**

Email:
inspiringnewperspectives@gmail.com

Website:
www.inspiringnewperspectives.com

Workshop Listings:
<http://www.inspiringnewperspectives.com/workshops.html>

Twitter: [@inspiringnew](https://twitter.com/inspiringnew)

Facebook:
<https://www.facebook.com/InspiringNewPerspectives/>

LinkedIn:
<https://www.linkedin.com/in/susan-macdonaldinspiringnew>
