

## Appreciative Enquiry in SBSS context

**Introduction:-**An organization, in order to be effective, needs to develop self-renewing properties i.e. a capability to continuously examine it, and take both reactive and proactive actions in relation to the environment (both internal and external). This is reflected in the decisions of several progressive organizations to re-examine their structures, systems and procedures, from time to time, even when the organizations are successful and have no apparent problems that call for such an examination. With this realization SBSS every year before the contract renew have the appreciative enquiry

### **Objective of the appraisal**

- Stock taking .
- Vision and values building
- Long Term Planning/ career planning
- Perspective development
- Capacity enhancement
- Enabling conducive environment
- Decision making process; opportunities and recognition of contribution
- Maintaining free flow of ideas and thoughts

### **Appreciative inquiry: a process to reflect and renew**

#### **TOR for Appreciative Enquiry :-**

##### Vision Building and inculcating values

During the last year there were there specific attempts to develop/recap, stress vision and emphasis values. Formally or non-formally has it brought any results? Can we quantify?

##### Long Term Planning

What was the process for planning? Have we changed, is it different?

##### Perspective development

Has organization evolved or evolving a perspective of our work and mission. What were initiatives? Were they different and meaningful, contributing to the growth? I.e. process ownership, involvement etc.

##### Enabling conducive environment

What do you feel about the working environment? Spell out the feasible positive changes we could bring in-if any, why and how. Opportunities and challenges that we faced/ given collectively or individually

### Decision making process; opportunities and recognition of contribution

How is it, how it should be, has it been wider and open, responsive and sensitive, mechanisms, formal and non-formal

### Maintaining free flow of ideas and thoughts

Channel of communication, flow, hindrances, filters, overcoming barriers

### Keeping relations: in-house and with stakeholders

SBSS has various stakeholders – could we able to relate to them constructively and could we able to maintain and sustain that relationship in right spirit.

### **Process for Appreciation :-**

1. Selection of the group for individual appreciation
2. Introduction of the individual to the group
3. Appreciation by one group member
4. Inquiry by putting question by all group members based on perspective, his roles and responsibilities like :-
  - a. What has been your major contribution for the Resource Centre?
  - b. How you have put the concept in practice?
  - c. How does he see his accompaniment?
  - d. How does he see the working environment of SBSS especially the Resource Centers?
  - e. The Career Plan
5. Area of Improvement from the group to the individual.
6. The process ends with a word of prayer

### **Level of Appreciative Enquiry :-**

1. A.E for programme/ Finance Associate.
2. A.E of Group facilitators.
3. AE of Coordinators.

### **Impact:-**

1. This process first of all helps the staffs to understand the strength and weakness of them.
2. The process was friendly so every body was taken it in to consideration that other are helping him to improve.
3. Everybody got reorganization for their contribution in the work which encouraged to work effectively .
4. This process also gave the challenges and encouragement for future intervention.