

All Aboard the Celebration Express
Fostoria Schools Summit



facilitated by
 LifeTrek Coaching International
www.SchoolTransformation.com
 June 8-10, 2006

Quantum Thinking

We cannot solve our problems with the same thinking we used when we created them.

– Albert Einstein

What is Appreciative Inquiry?

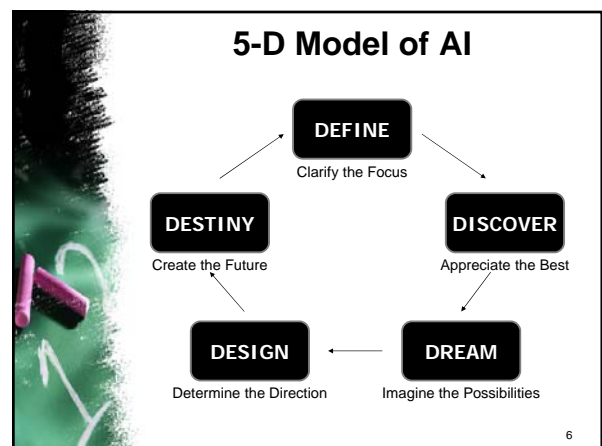
- A way for organizations to generate the energy, ideas, strategies, and momentum for transformational change.
- A positive way of being with people that looks for strengths rather than weaknesses.
- A source of inspiration, vision, and quantum thinking.

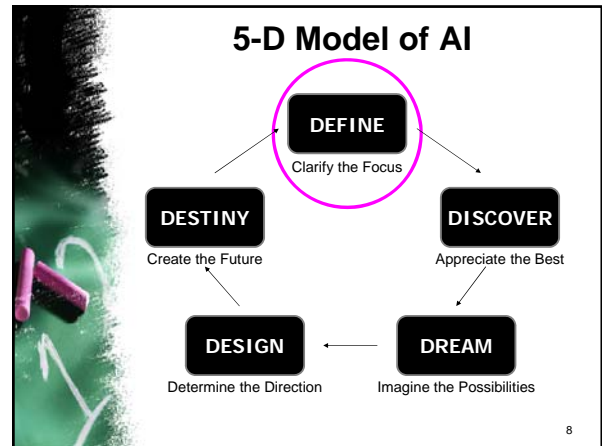
Core Assumptions of AI

- Something always works.
- What we focus on becomes our reality.
- The more we know about our strengths the better our changes will be.

Why AI Works

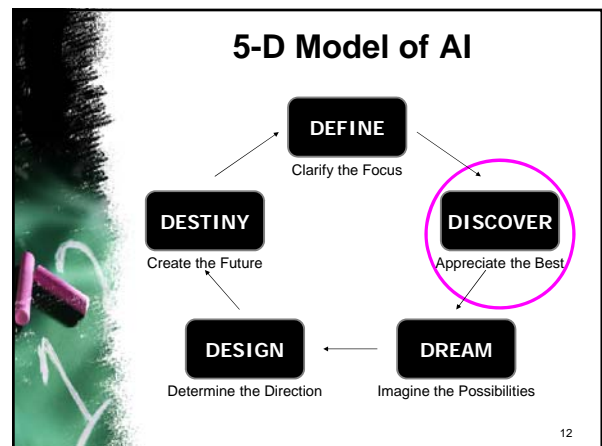
- The greatest & most important problems in life cannot be solved; they can only be outgrown.
- To be outgrown, they need to be replaced with a new, life-giving interest.
- To find a new interest, we need to be energized by a powerful and positive vision.





- Define Process**
- Agree on How You Want to Learn
 - AI or Traditional Problem-Solving Models?
 - Agree on What You Want to Learn
 - Get Leaders and Stakeholders to Interview Each Other Using an abbreviated AI Protocol (Best Experiences & Three Wishes)
 - Capture Themes on Newsprint
 - Use Colored Dots to Identify Life-Giving Themes
 - Invite Interested Stakeholders to Form Planning Committee to Clarify Summit Themes

- Fostoria Summit Themes**
- Community Pride & Involvement
 - Trust & Respect
 - Student Achievement & Success



Discover Process

- Watch “Celebrate What’s Right With The World”
- Begin with 1-on-1 Interviews
 - Diverse Partners
 - Share Best-Experience Stories around Summit Themes
 - Share Heartfelt Wishes for the District
 - Each person gets 30 Minutes to Share

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Discover Process

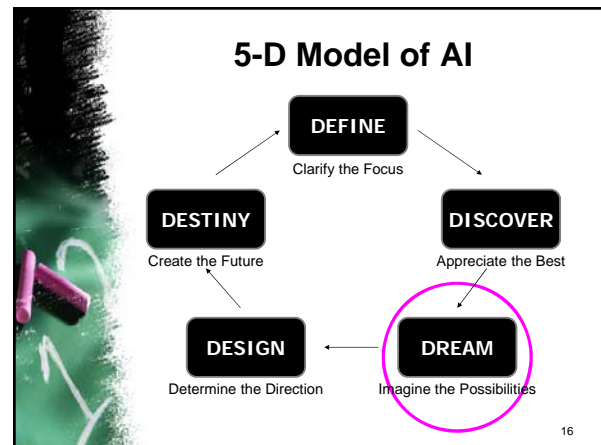
- Pairs Report Back in Story Circles
 - Three Interview Pairs Per Circle
 - Share Your Partner’s Best Experience Stories
 - Look For Sources of Success
 - Stay Positive
 - Write Highlights on Cards
 - Designate a Person to Report

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Discover Process

- Story Circles Report Back to Large Group
 - Explain Cards to Large Group
 - Mount Cards on Visual Display
 - Solicit Large Group Observations

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Dream Process

- Generate Provocative Propositions
 - Stay in Story Circles
 - Share Your Partner’s Three Wishes
 - Generate Good Propositions
 - Grounded (Builds On Current Success)
 - Provocative (Boldly Stretches Status Quo)
 - Desired (What You Want To Happen)
 - Affirmative (As If It’s Already Happening)
 - Participatory (Involves Many Stakeholders)
 - Capture Propositions on Flip Charts

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Learn to Yearn

If you want to build a ship,
don’t drum up people
to gather wood,
give orders, and divide the work.
Instead, teach them to yearn
for the vast and endless sea.

— Antoine de Saint-Exupery,
The Wisdom of the Sands

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Day Two

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Watch “Fun is Good”

Life is too short to spend time, forty hours a week, eighty hours a week, working in an unpleasant situation.

I don't want to go home and love my home life. I want to love my whole life.

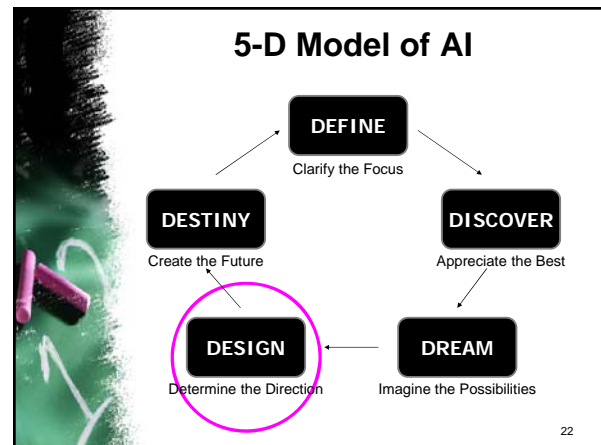
– Mike Veeck, Co-Founder / President
St. Paul Saints

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Dream Process

- Prepare Provocative Proposition Presentations
 - Stay in Story Circles
 - Discuss Creative Ways To Portray Propositions
 - Review Available Resources (Art Supplies, Costumes, Instruments)
 - Put It All Together
- Present Provocative Propositions

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Design Process

- Watch “The Deep Dive”
- Form Innovation Teams Around Summit Themes
- Begin Design Process
 - Identify Promising Images
 - Brainstorm Key Opportunities
 - Make Life-Giving Plans
- Innovation Teams Report Back to Large Group
 - Solicit observations

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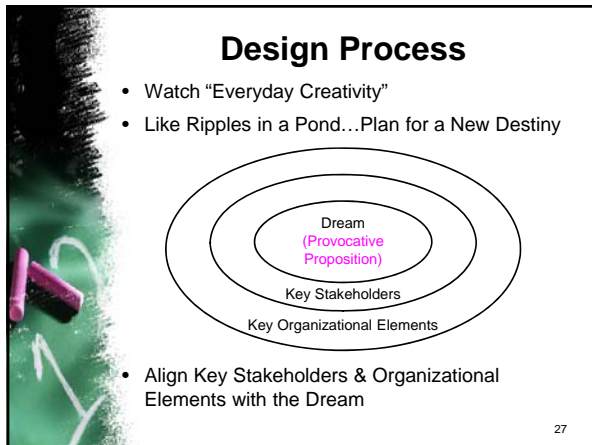
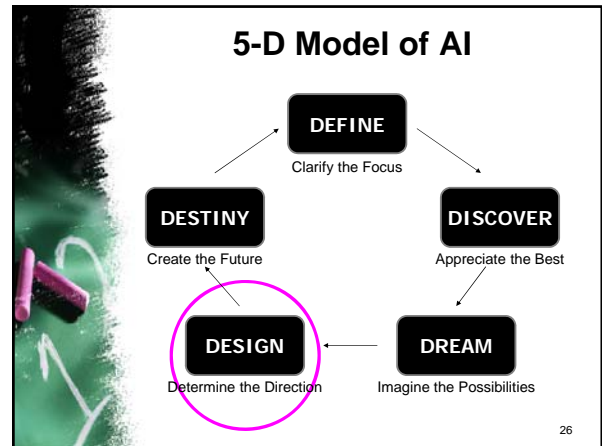
Make No Small Plans

Make no small plans. They have no magic to stir humanity's blood and probably themselves will not be realized.

Make big plans; aim high in hope and work, remembering that a noble, logical plan once recorded will never die, but long after we are gone will be a living thing, asserting itself with ever-growing insistency.

– Daniel Burnham, 19th Century Architect

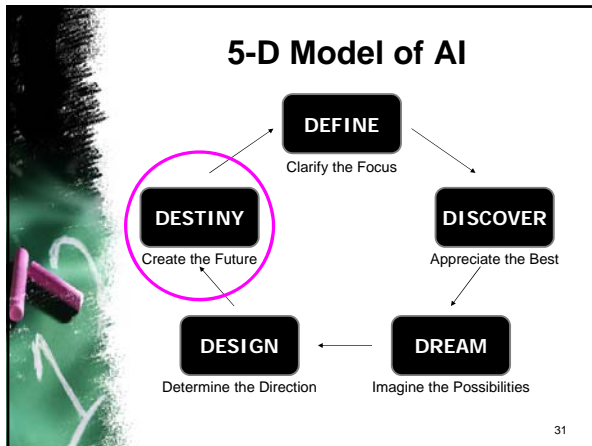
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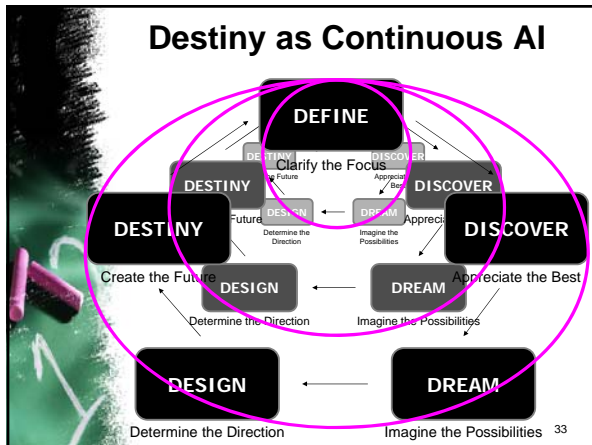
- ### Key Stakeholders
- Internal
 - Students
 - Parents
 - Teachers
 - Classified & Non-Classified Staff
 - Administrators
 - Volunteers
 - External
 - Community, Business, Political, Religious Leaders
 - Alumni
 - Donors
 - Ohio Department of Education
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- ### Key Organizational Elements
- Plans
 - Processes
 - Policies
 - Governance
 - Practices
 - Programs
 - Structures
 - Systems
 - Resources
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- ### Design Process
- Identify the Proposition that Excites the Team Most
 - Break Down The Steps of How To Make It Happen
 - Write Benchmarks with Timeframes on Props
 - Use the Planning Grid to Capture Details:
 - Strategies
 - Resources
 - Timeline
 - People (Indicating Commitments & Requests)
 - Designate a Different Spokesperson for Each Plan
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- ### Destiny Process How Do We Make It Happen?
- Innovation Teams Report on Plans to Large Group
 - Place Props On 3-Year Timeline During Presentation
 - Highlight Benchmarks as to What will Happen When
 - Submit Supporting Details on Planning Grid
 - Innovation Teams Reconvene to Determine First Steps for Implementation
 - Reflect on Input from Other Innovation Teams
 - Discuss Implications
 - Generate Specific First Steps for Implementation
 - Identify Some Quick Wins
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Create the Future

The best way to predict the future is to create it!

-Peter Drucker

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