

Appreciative Conversations

Conversation is an art which has all mankind for competitors.
~ Ralph Waldo Emerson ~

APPRECIATION

'Globally, there is a return to values of being human, protecting the earth, being responsible'

"Extensive research has been conducted into the positive impact of appreciative techniques, on longevity, mental health, individual motivation, productivity, resilience, conflict handling, decreased depression and diversity management."

Ester Kruger, OD Consultant Bioss SA

APPRECIATION

Science has proven convincingly over the years that an appreciative setting is a powerful tool for thoughts and words to surface and to 'see', to make the subconscious wisdom conscious, to build people, providing a trusting space where no hierarchy of importance or judgement is clouding respect for the ability of each individual to contribute through what they "bring to the table". An appreciative conversation is an open two way dialogue between two or more people. Appreciation in this context means to be open to the best in each other and to operate with a positive intention to learn, grow and realise potential.



THE APPRECIATIVE CONVERSATION WORKSHOP

'Appreciation' has become the underlying principle of all the ways Bioss works with individuals and with organisations. With all our experience in the application of this construct within individual, group and organisational contexts, we realised an increasing need to "codify" the knowledge into a solution that can be shared with professionals in the industry. Through the **Appreciative Conversations** workshop, practical skills that will assist in developing relationships, engaging people and appreciating the diversity brought by the South African and global contexts.

WHAT DOES BIOSS OFFER?

Bioss offers training and consulting support, with program suggestion to assist with managing change in an orderly and simplistic manner, across your business, through the ups & downs in the environment. Unique value-add is the uncomplicated methodology used to develop critical skills in Human Resource Teams, Executives and Line at all levels in the business, to manage planned and unplanned change consistently, thus creating stability and continuous focus on performance improvement, ensuring growth in down-times rather than controlled chaos in certain processes.