

Appreciative Conversations

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

Appreciative Conversations

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@bioSS.com.

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.

What do we offer?

- A training course for individuals that has Organizational Development application.
- A methodology for people dealing with people in the modern work place.
- Practical skills that assist in developing effective relationships, engaging people in the workplace and appreciating the diversity brought by the South African and global contexts.

The Appreciative Conversations Training Programme

- Appreciation is of our core principals in assisting clients to build Organizational and Individual Resilience in our clients – The BioSS Way. This training programme offers a methodology that enables management to conduct the kind of conversations with employees that will "unleash" energy to create organizational resilience.

The Result

- Individual and Organizational Resilience, enhancing individual goal orientated behaviour of coping and rebounding in the face of change, challenges, difficulties and uncertainty.
- Business performance maintenance, if not enhancement, during challenging times through nurturing the link between appreciation and positive psychology, a proven aspect of health of organizations.

Organisational Application

- Talent Management – deriving engagement
- Performance Management – reviews & performance planning
- Coaching Tool – supporting goal orientated behaviour
- Implementation methodology for change programs
- Organisational Development processes – consultation for results
- Business Alignment – foundation of performance planning and company goal vs individual goal setting
- People Management Skills development for all supervisory / management staff – development of competence to liaise with employees in a positive manner towards organizational alignment.

2-day In-House Training Programme Outline

- The Power of Appreciation
- Appreciative Conversations – Defined
- Flow
- Tripod of Work
- Appreciative Conversation Processes
- Skills Required
- Applications
- Implementation Plan – Change Management Tools

