

Dear friends,

Here is a programme that will be professionally useful in applying the methodology of “Appreciative Inquiry” for team development organization development (OD), Institution Development, SME / Family Business Development, Vision, Mission, Goals (VMG) Formulation or Social system Development. The programme is organized as a certification programme. The programme will add value to those professionals and Leaders working in corporate, institutional, government or social development sectors. **We conduct certification programs on Appreciative Inquiry (AI), since 2001.**



Offers an on-line (Zoom Platform) program of
“APPRECIATIVE INQUIRY (AI) for WHOLE SYSTEM DEVELOPMENT”

1st-8th May, 2022: Full days on 1st, 7th and 8th (10 a.m to 5 p.m); 2nd to 6th (6-30 P.M to 8-30 P.M)

Vrudhhi Coaching and Consulting, and its unit **Vrudhhi Institute**, Bangalore support innovative and holistic approaches in education to develop people’s inner resources for facilitating effectiveness in organizations and social systems. We believe that organizational capabilities to change and improve are inherent within all. It is possible when the approach is appreciative, generative, positive (optimistic) and participative. This program provides a conceptual grounding in “Appreciative Inquiry” principles, philosophy, related theories, Systems Approach and their professional application in practice through their roles. On registration, reading materials will be sent by email. The overall duration of the program is from 1st to 8th May, '22. Three days will be full days on 1st, 7th and 8th (10 a.m to 5 p.m); 5 days will be evening sessions on 2nd to 6th (6-30 to 8-30 p.m).

Objectives of the Program:

- Experience and understand the principles and application of ‘AI’
- Develop basic competency in applying ‘AI’ by understanding the Five-D model of ‘AI’ process and basics of Consultation Skills with presentations and discussions in Main room and dyads, triads and small group work in Break-out rooms. Sessions work 28 Hrs + 8 Hrs of homework. Total + 36 Hrs in 8 days in all. We’ll discuss more details in the opening session.
- Understanding systems approach as relevant for organizations and social systems.
- In the program, communication medium, including dialogues, will be in English. Practitioner certification involves presentation by the participant about their practical application and feedback by the facilitators and writing a learning log. This program is an experiential workshop for professional development anchored in Appreciative Inquiry.

For Whom?

This program will be of value for:

- Learners of new approaches in the field of facilitating the large system/whole system change
- Persons in social, educational, or corporate sectors who are facilitators of effectiveness in the system (organization or team)
- HRD and OD professionals who wish to expand their canvas of competence and pursue their professional development
- Leaders and Entrepreneurs who intend to build and facilitate positive energy and culture in their organizations/ Institutions.

Certification: It is a dual certification program. All participants will be issued a certificate of participation for “Program on Appreciative Inquiry for whole system Development”. Those who have already participated in an “AI” program and have applied “AI” in practice may approach for participation in this program for certification as an “Appreciative Inquiry Practitioner” by presenting on their experience. First time participants of an “AI” program can seek to proceed to be certified also as “AI Practitioner” after coaching and guidance with add-on fee of Rs.3000.



Facilitator:

- **V M Ramalingam (RAM) with Co-Facilitators.**

Ram is a Human Process Facilitator and Coach. He is an ‘OD’ (Organization Development) Consultant and a Senior practitioner of Appreciative Inquiry (AI). He has 36 years of organizational experience and three decades of consulting experience. **Ram is qualified from NTL USA (2001) on ‘Appreciative Inquiry’, ‘Whole System Change’, ‘Preferred Futuring’ and ‘Management Working Conference’.** Ram has also been certified in the Williamsburg special program on Appreciative Inquiry for Organization development conducted by Jane Watkins and Bernard Mohr for Tao institute and ‘AI Consulting’, USA. He is also trained in Process Consultation and Organization Culture, by Edgar Schein in Cape Cod Institute. Also trained in ‘Systems Theory’ by Margret Wheatly. A Professional Member of Indian Society for Applied Behavioral Science (ISABS), he is facilitator of Human Process Laboratories, formerly National secretary and Dean-Professional development of ISABS. As a governing member of Bion Institute has been on the staff of GRCs and has been Director of Tavistock model GRCs in India. He has international training experience in the field of Human Development and Organization Behaviour. Ram is a certified coach, “NLP Master Practitioner” certified by American Board of NLP (ABNLP) and International Master Trainer certified by Dr. David John Lincoln to train and certify NLP Practitioners, Master Practitioners and also qualified to train and certify NLP Trainers with ISNLP, India. A qualified OD consultant and HRD Process Facilitator, he is also certified in “Assessment/ Development Centre” and HRD systems facilitation . He is a member of International OD Association (IODA), A.K.Rice Institute, USA (Tavistock model GRC, Life-Member NHRD Network, Indian Society for Training and Development (ISTD) and a founding member of the Appreciative Inquirers’ Network (TAPIN). He is also Founder President of Indian Society for NLP (ISNLP) and Eneagram Society of India (ESI). He is also a Senior Member of International Enneagram Association (IEA), USA.

Fees:

- Rs.15,500/- (Fees include a detailed Reference and Work Book, Soft-copies of Presentations).
- For repeaters for reinforcement, without need for certification, nominal charges is payable towards administration and materials. Please contact 98450 66919.
- **Mode of Payment:** V.M.Ramalingam, SBI, Hulimavu Branch, Bangalore-560076; **Acct No.20031652859. IFS Code: SBIN0014951.** Regn inform to ramlingin@gmail.com .

Contact: V M Ramalingam, Mobile: **(9845066919)**;

Email: ramlingin@gmail.com . **Visit:** www.vruddhi.in
