

February 2021

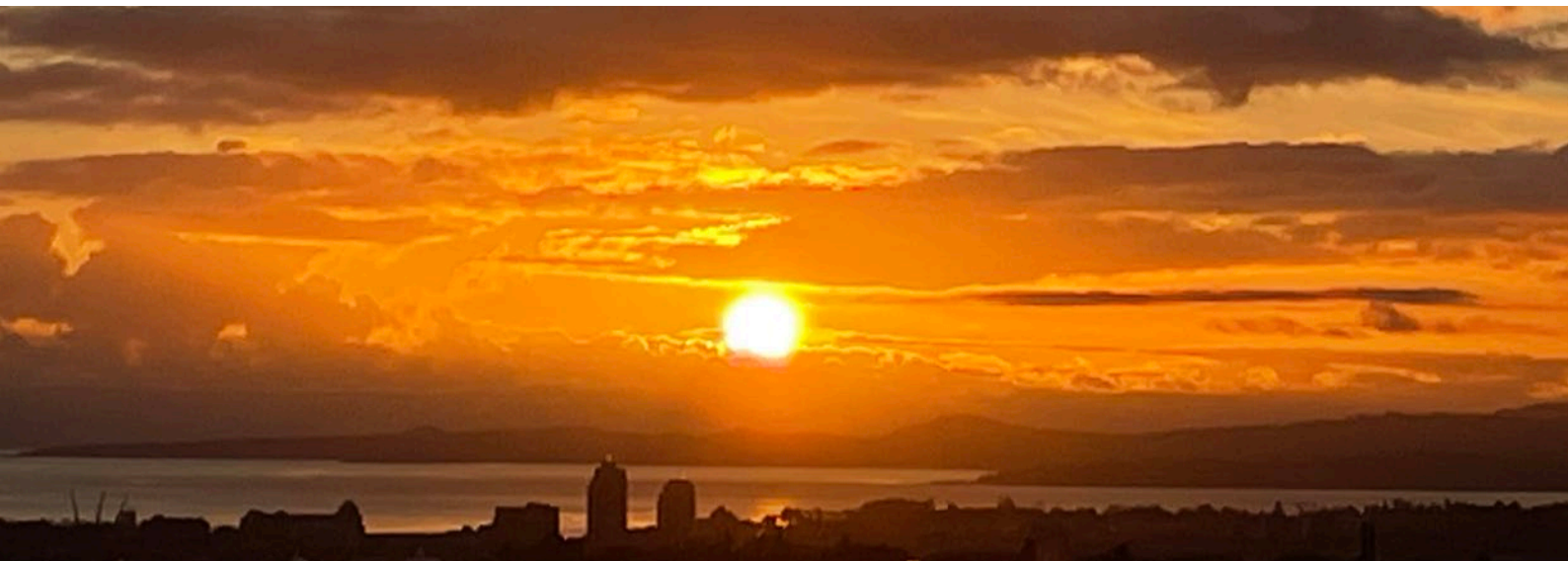
Volume 23 Number 1

ISBN 978-1-907549-46-5

 [dx.doi.org/10.12781/978-1-907549-46-5](https://doi.org/10.12781/978-1-907549-46-5)

AI Practitioner

International Journal of Appreciative Inquiry



Cultivating Hope in Turbulent Times

Edited by

Joan McArthur-Blair and Jeanie Cockell

Photo by Joan McArthur-Blair

Co-publishers

**The David L. Cooperrider Center for Appreciative Inquiry and
Kessels & Smit, The Learning Company**



www.aipractitioner.com/subscriptions 



Sign up for our free AIP eNews 

Inside this issue

- 03 Our Words Matter
Lindsey N. Godwin and Luc Verheijen
- 06 Turning Toward the Sun
Joan McArthur-Blair and Jeanie Cockell
- 09 Uncertainty, Hope and Utopia
Ilias Gotsis and Anna S. Kiapoka
- 16 Collective Resilience: Building Wellness in an Entrepreneurship Programme
Tanya Cruz Teller
- 21 Using It All: Pandemic Living as Data Points for Inquiry
Andrea Frank
- 25 Being a Resilient Leader During Turbulent Times
Rita F. Williams
- 29 Using Appreciative Inquiry to Build a Dementia-Inclusive Community I
Wendy Gain
- 36 Stories of Hope and Resilience: A Multimodal Project
Philia Issari and Nikolaos Papadopoulos
- 42 All Things Considered: A Behavioral Approach to Appreciative Inquiry
Kimberly K. Davis
- 46 Appreciative Inquiry Mentoring: A Virtual Network Approach
Carrie H. Marcinkevage
- 53 **Nourish to Flourish**
Voices from the Field by Keith Storace
- 58 **Nourish to Flourish**
Book Appreciation written by Ankur Dhanuka
Design for Strengths by John K. Doyle
- 61 **Feature Choice**
Appreciative Inquiry: A Life-Giving Personal Operating System
Lindsey N. Godwin and Jackie Stavros
- 80 **Appreciative Inquiry Research, Review & Notes**
The Power of Physical Embodiment in Helping Senior Leaders Discover Their Collective Wisdom
Jason Hocknell-Nickels
- 93 **AI Practitioner Co-Publishers**
David L. Cooperrider Center for Appreciative Inquiry and Kessels & Smit, The Learning Company
- 94 **AI Practitioner** Subscription Information



Joan McArthur-Blair and Jeanie Cockell

Joan McArthur-Blair and Jeanie Cockell, co-presidents of Cockell McArthur-Blair Consulting, specialize in designing strategies to surface the wisdom of individuals, groups and organizations to build positive futures. They are the co-authors of *Building Resilience with Appreciative Inquiry: A Leadership Journey through Hope, Despair, and Forgiveness* (2018) and *Appreciative Inquiry in Higher Education: A Transformative Force* (2nd ed., 2020) and many articles on leadership and AI. They bring to this issue a lifelong passion for and study of leadership and resilience.
Contact: joan@cockellmcarthur-blair.com; jeanie@cockellmcarthur-blair.com
Website: cockellmcarthur-blair.com

Turning Toward the Sun

The power of hope doesn't have just one method or one path. It is created in relation to the world around us. In the dark of the northern hemisphere's winter months where we, the editors of this issue, live it is easy to see only darkness. And yet, there is light and hope. The Covid-19 vaccine is being delivered in many parts of the world, offering the dream that we might hug our friends and family before 2021 is over.

*We are as human souls heliotropic
We yearn for the sun,
Our faces upturned like flowers
Basking in the hope of new growth*

*At times we find the sun on our own
And at times we need help
Someone gently pointing us toward a sun
No longer shining,
Pulling our souls up from the dark
Joan McArthur-Blair*

As we wrote in our introduction to the November 2020 issue of *AI Practitioner*, we were so overwhelmed with the response to the call for articles on Amplifying Hope in Times of Despair we had to spread the articles across two issues. So, if you are reading this February 2021 issue, we encourage you to also read the November 2020 issue of *AIP*. Together these two issues respond to the fierce will to both find and create hope in the most complex of times.

Each of the articles you are about to read is designed to open our minds to different ways of looking at hope. We believe that this is the power of hope; it doesn't have just one method or one path. It is something that is created in

relation to the world around us. These articles amplify hope, belonging, recovery, connection and love.

Mid-winter sunset over Victoria, British Columbia, Canada

Photo taken by Joan McArthur-Blair



We are writing this in late December for publication in February. It is the dark of the winter in the northern hemisphere where we live and it is an easy time to look at the darkness rather than the light. And yet, there is light and hope.

The Covid-19 vaccine is being delivered in many parts of the world, offering hope that we might hug our friends and family before 2021 is over. Many are working tirelessly to create a more equitable world – a place where people can find belonging and be free of the systemic racism that holds back possibility. Women around the world continue in fierceness to work for gender equity. People are looking at the very earth upon which we stand and asking the earth what they might do to hold it healthy. There are those creating opportunities to connect and be in community in new ways so that isolation does not turn to despair. And – there are so many other ways in which people are creating positive things in the world, there isn't room to mention all of them here ... Each of these actions, movements, writings, models, systems has at its heart a deep drive to find hope in the hardest of times.



Read more about the Dreamland project "Uncertainty, Imagination, Hope and Utopia" on page 9

In the first article of this issue, authors Ilias Gotsis and Anna Kiapoka describe a program in the early stages of the Covid-19 crisis in which a volunteer team for mental healthcare and empowerment both ran systemic AI online groups and created a Dreamland team to share writing, hopes and dreams for a post-Covid future, which resulted in an illustrated book entitled *Dreamland*.



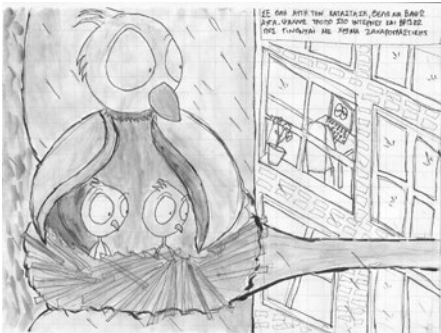
Read more about Andrea Frank's Thanksgiving with her family in "Using It All" on page 21.

Tanya Cruz Teller's article on building wellness in an entrepreneurship program in South Africa highlights the way the technology and Appreciative Inquiry were used together to fulfil the program virtually when Covid-19 meant the in-person program couldn't be carried out.

Families in particular have faced challenges in the Covid-19 crisis. Andrea Frank describes the responses of her American family in the face of challenges, both everyday and pandemic related, in an appreciative way, and how they celebrated the most important American holiday, Thanksgiving, in the face of the crisis.

Rita Williams uses a case study in her article, "Being a Resilient Leader During Turbulent Times", to exemplify how leaders can use Appreciative Inquiry to empower those working for them to become resilient in times of crisis.

Studies have shown that those living with dementia are more vulnerable to Covid-19. It is also more challenging for them to navigate the world. Wendy Gain describes a community in Australia which has mobilised to create a compassionate community to support them.



Read more about how a multimodal project in Greece has helped comics to present stories of hope amid stress in "Stories of Hope and Resilience" on page 36.

In "Stories of Hope and Resilience", Phila Issari and Nikolaos Papadopoulos share a case study from a Covid-19 project in which a multimodal combination of language and non-fiction comics was used to present research into young people's stories of hope amid the stresses of the pandemic.

We need to remind ourselves that the current crises will pass and that AI has a broad reach: two articles have been included in this issue to remind us of that. Kim Davis looks at how organisational behavioural management and Appreciative Inquiry can combine to provide a structure for continuous improvement within an organisation. Carrie Marcinkevage's article discusses how AI was used in combination with a virtual network to support a global consulting firm's mentoring program to support young professionals, which has continued throughout the Covid-19 pandemic.

As you read the articles in the November and February issues of *AI Practitioner*, our call out to you is to continue to amplify hope in big and small ways. Our call out to you is to never stop seeking the possible through your work in Appreciative Inquiry, to amplify the light and turn toward the sun.

Joan McArthur-Blair & Jeanie Cockell
February 2021

[Back to Table of Contents](#)

AI Practitioner Co-publishers

AI Practitioner is published by a partnership between the David L. Cooperrider Center for Appreciative Inquiry and Kessels & Smit, The Learning Company.



CHAMPLAIN COLLEGE | STILLER SCHOOL OF BUSINESS
David L. Cooperrider
CENTER FOR APPRECIATIVE INQUIRY

David L. Cooperrider Center for Appreciative Inquiry contacts:

Website:

<http://www.champlain.edu/appreciativeinquiry>

Email: appreciativeinquiry@champlain.edu

Twitter: <https://twitter.com/DLCCenterforAI>

Facebook:

[https://www.facebook.com/](https://www.facebook.com/CooperriderCenterforAI/)

[CooperriderCenterforAI/](https://www.facebook.com/CooperriderCenterforAI/)

The David L. Cooperrider Center for Appreciative Inquiry

The David L. Cooperrider Center for Appreciative Inquiry is the global Center of Excellence in Appreciative Inquiry and strengths-based organizational management. Situated in the Robert P. Stiller School of Business at Champlain College, the Center:

- Provides cutting-edge educational offerings in AI and Positive Organizational Development,
- Provides AI-related organizational consultancy services to organizations,
- Serves as a scholarship incubator that advances the theory and practice of AI across all organizational sectors around the world.



Kessels & Smit, The Learning Company contacts:

Website: <http://www.kessels-smit.com/en>

Email: contact@kessels-smit.com

Twitter: <https://twitter.com/KesselsSmit>

LinkedIn: [https://www.linkedin.com/company/](https://www.linkedin.com/company/kessels-&-smit-the-learning-company/)
[kessels-&-smit-the-learning-company/](https://www.linkedin.com/company/kessels-&-smit-the-learning-company/)

Kessels & Smit, The Learning Company

Kessels & Smit, The Learning Company is an international group of consultants, coaches and facilitators with a passion for learning and development. From their bases in The Netherlands, Belgium, South Africa and Germany they support individuals, organisations and communities around the world to strive for solutions that build individual growth, sustainable organisational development, and social change. They carry The Learning Company as their name because:

- Learning is at the heart of what they do: they aim to create and facilitate powerful learning processes.
- The professionals from Kessels & Smit want to be good company to each other and to people they work with: they believe the best solutions are developed in partnerships.
- They strive to be a learning organisation, constantly renewing their work processes, structures and approaches. The company is their “laboratory”, where they experiment and find answers for learning and development and organisational questions.

AI Practitioner

International Journal of Appreciative Inquiry

Editorial Board

Michelle McQuaid (Australia)

Keith Storage (Australia)

Larissa Loures (Brazil)

Joan McArthur-Blair (Canada)

Peter Pula (Canada)

Ignacio Pavez (Chile)

Mille Themsen Duvander (Denmark)

Jean Pagès (France)

Neena Verma (India)

Dhruba Acharya (Nepal)

Joep C. de Jong (Netherlands)

Jacqueline Wong (Singapore)

Anastasia Bukashe (South Africa)

Anne Radford (UK)

Dawn Dole (USA)

Jacqueline Stavros (USA)

Robyn Stratton-Berkessel (USA)

Subscription and Contact information

Disclaimer: Views and opinions of the writers do not necessarily reflect those of the publisher. Every effort is made to ensure accuracy but all details are subject to alteration. No responsibility can be accepted for any inaccuracies.

AIP Subscriptions

Individuals

Small organisations

Large organisations

<http://www.aipractitioner.com/subscriptions>

Issues and Articles

<https://aipractitioner.com/store/issues>

<https://aipractitioner.com/store/articles>

Change of subscriber details

<https://aipractitioner.com/my-account/>

Publication Advertising/Sponsorship

For the advertising rates, contact

info@aipractitioner.com

ISSN 1741-8224