



April 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members:

In September 2008, the RID Board of Directors passed the following motion:

Motion 2008.25

That the RID Board of Directors appoints a work group to conduct an analysis of how best to elicit member input in reevaluating the overarching direction of the association through a review of the philosophy, mission, goal and diversity statements, and other relevant documents with recommendation due back to the board by March 2009.

**Amie Seiberlich/Jonathan Webb
Passed**

(For more information about this motion see the RID e-NEWS President's Report, October 2008)

Last month at the March 2009 face-to-face meeting of the RID Board of Directors, the Philosophy Mission, Goal and Diversity Work Group (PMGD) brought forward their recommendation and, as a result, the board passed the following motions:

Motion 2009.17

To accept the proposal to move forward with the Philosophy, Mission, Goal and Diversity Work Group recommendations.

**Brenda Walker Prudhom/Lisa Schaefermeyer
Passed**

Motion 2009.18

To establish a workgroup to fulfill the recommendation of the Philosophy, Mission, Goal and Diversity Work Group.

**Anthony Aramburo/Jonathan Webb
Passed**

Philosophy, Mission, Goal and Diversity Work Group Recommendations

In order to assure that we are reaching out to as many members as possible, the workgroup proposed that a four-step process called, Appreciative Inquiry,TM (AI) be used to gather feedback from RID members on the Philosophy, Mission, Goal and Diversity statements that guide RID.

Using AI, the work group recommended the following:

1. Create an interview document containing a series of “appreciative” questions designed to elicit responses to uncover underlying values held by members.
2. Coordinate forums for the interview document to be utilized at the national, regional and state conferences over the next two years. These sessions will be facilitated by members trained by the PMGD Work Group.
3. In-depth member interviews coordinated by the RID national office staff. The national office staff will conduct 15 in-depth interviews, via phone, following the AI documents and questionnaires.
4. Compile the data gathered from the forums and interviews.
5. Share the findings with RID members. The results of the project will be shared with members in a multitude of ways; *VIEWS* and *e-NEWS*, the RID Web site, announcements at conferences and other communication structures currently in place.
6. Next steps after data collection and dissemination - there are two possible outcomes of this project:
 - a. the work group, members and leaders determine that the existing documents continue to serve their purpose, or
 - b. the existing Philosophy Mission, Goal and Diversity statements of RID need to be revised to more accurately reflect the values of the membership. At this point a decision will need to be made about whether or not, and/or how to move forward with possible revisions with member involvement every step of the way.

The initial goal of the PMGD Work Group was to determine the best way to solicit member input pertaining to RID’s governing documents. I am confident that the approved plan is a strengths-based positive approach to dialog with members and will give the organization a strong sense of what our members value and whether or not those values are reflected in RID governing documents. The Work Group is currently at step 1, which is to create the appreciative inquiry documents. We will continue to keep you up-to-date regarding the progression of the work of this group.

Appreciative Inquiry (AI) is an [organizational development](#) process or philosophy that engages individuals within an organizational [system](#) in its renewal, change and focused performance.

Appreciative Inquiry was adopted from work done by earlier action research theorists and practitioners and further developed by [David Cooperrider](#) of [Case Western Reserve University](#). It is now a commonly accepted practice in the [evaluation](#) of organizational development strategy and implementation of organizational effectiveness tactics.

Appreciative Inquiry is a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organization. In so doing, it enhances a system's capacity for collaboration and change.

Appreciative Inquiry utilizes a cycle of 4 processes focusing on:

1. **DISCOVER:** The identification of organizational processes that work well.
2. **DREAM:** The envisioning of processes that would work well in the future.
3. **DESIGN:** Planning and prioritizing processes that would work well.
4. **DESTINY:** The implementation (execution) of the proposed design.

The basic idea is to build organizations around what works, rather than trying to fix what doesn't. It is the opposite of problem solving. Instead of focusing gaps and inadequacies to find blame and remediate skills or practices, AI focuses on how to create more of the occasional exceptional performance that is occurring because a core of strengths is aligned. The approach acknowledges the contribution of individuals, in order to increase trust and organizational alignment.

More information about Appreciative Inquiry can be found at:

www.wikipedia.org/wiki/Appreciative_Inquiry