

Appreciative Inquiry is
our facilitation and
mediation method for
holding even difficult
conversations in an
affirming way.

We create an
effective pathway for
an organization or
team to constructively
communicate, grow,
and nurture
productive change.

Let us help you focus
conversations on
strengths,
understanding, and
positive intent.

Facilitation & Mediation ... Our Approach Works

O S I Y O Group


Appreciative Inquiry Process

We start discussions with a positive central question and facilitate thinking around the 4-D process. For example:

“What workplace culture will help us thrive as a team?”

1. Discover

What is the current situation?

2. Dream

What do we want the future to look-like?

4. Deliver

How can we implement our plan successfully?

3. Design

What is the road map to our desired future?

Hold Conversations that Build Common Ground

Teams can find agreement for a shared future. Mutual ground rules are set to build a desirable culture.

- Be curious and open to learning.
- Value different ways of thinking, feeling, and behaving.
- Show respect, suspend judgment.
- Be purposeful and to the point.
- Own and guide the conversation.



Helping organizations adapt, grow and prosper

- Strategic Planning
- Organizational Identity and Vision
- Board Governance
- Leadership Development
- Organizational Health Check
- Cultural Heritage Tourism

O S i Y O Group



Since 2003

Learn more about our team
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