

Schleifer &
Associates
Presents



Hedy & Yumi Schleifer

THE SPIRIT OF APPRECIATIVE INQUIRY

A two-day introductory workshop
for managers of companies and organizations

“Appreciative Inquiry (AI) is a radically **new approach to change** in organizations.

It completely lets go of problem-based-management, and has become the most important advance in action research in the past decade, and an organization development’s philosopher’s stone.

AI is the cooperative **search for the best** in people, their organizations, and the world around them. It involves systematic discovery of what gives a system “life”, when it is most effective and capable in economic, ecological, and human terms. AI involves the art and practice of asking questions that **strengthen** a system’s capacity to heighten positive potential. It mobilizes inquiry through crafting an “unconditional positive question” often involving hundreds or sometimes thousands of people. In AI, intervention gives way to **imagination and innovation**; instead of negation, criticism, and spiraling diagnosis, there is discovery, dream, and design. AI assumes that every living system has untapped, rich, and inspiring accounts of the positive. Link this “positive change core” directly to any change agenda, and **changes never thought possible are suddenly and democratically mobilized.**

The “positive change core” is one of the greatest and largely unrecognized resources in change management today. The most important insight we have learned with AI to date, is that human systems grow toward what they persistently ask questions about.

The single most important action a group can take to liberate the human spirit and consciously construct a better future is to make positive change the common and explicit property of all.”

(Cooperrider & Whitney – 1999)

Along with renewed commitment, pride and passion, this workshop will:

- Acquaint the participants with the fundamentals of AI.
- Give the participants a hands-on experience of some of the processes that make AI a powerful transformational method for organizations.

After an encounter with Hedy and Yumi, you and your organization will be transformed.

They have integrated their specialized knowledge to bring forth a program for leaders in every sector of the company, so that the organization can flourish and fulfill its ultimate service to its stakeholders, employees and society.

Hedy Schleifer, MA, LMHC is a Clinical Psychologist and the Director of Schleifer and Associates, an international training company. Born in Switzerland, raised in Belgium, Hedy did her undergraduate work at UCLA and her graduate training at Tel-Aviv University. Her passion as trainer, lecturer, workshop leader and therapist is evident in the life changing work she shares with her husband Yumi. As a renowned relationship expert, Hedy has developed unique programs for organizations, couples and individuals toward the creation of sound and productive relationships.

Yumi Schleifer was born in Eastern Europe, grew up in New York City and attended Columbia University where he earned a double degree in Mathematics and Physics, and Electrical Engineering. Yumi did his graduate studies at UCLA. After 27 years in the defense Industry, where he managed a variety of advanced development projects, Yumi established his own company which he managed successfully for 18 years. After selling his business he joined Hedy in creating Schleifer and Associates.

Hedy and Yumi have been married for over 40 years. Together, they pioneered the introduction of Imago Relationship Theory based workshops and trainings throughout Europe, Israel and Africa. Internationally known for their powerful and captivating presence, Hedy and Yumi are in demand as trainers, who not only give insightful information, but who also inspire and empower people to embrace their life and their work with joy and passion.

Schleifer + Associates

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