

## Appreciative Inquiry Practitioner and Consultant Certification Program

Becoming a Certified Appreciative Inquiry Practitioner and Consultant (CAIPC) by taking part in a global and comprehensive program that covers the essential skills and knowledge required for practicing Appreciative Inquiry (AI) in different settings. The credential provides AI practitioners the ability to prove their competencies to their clients and to be confident in applying AI in their field of expertise.

### Mission

The certification aims at enabling AI practitioners to:

- Demonstrate their capacity of customizing and implementing AI-based solutions to diverse target clients
- Integrate AI into their field of expertise with AI principles embedded in their practice
- Measure impact and demonstrate concrete result of their solutions
- Build solid cases of their AI practice and consulting experience

### Target participants

External and internal change agents, management and executives, HR and OD professionals, consultants, facilitators, trainers, and coaches

### Top Reasons to become a CPC CAIPC

- Learn from actual cases how to apply AI to initiatives of any size, length and complexity
- Structure and develop results-focused processes to “back-home” engagements
- Refine skills in a pragmatic, practitioner-oriented environment, facilitated by highly seasoned, pioneering consultants
- Self-paced program, with global options for participation
- To be listed on the Corporation for Positive Change (CPC) website ([www.positivechange.org](http://www.positivechange.org)) and join an international community of experienced AI practitioners, enabling sharing and support, exploration of new frontiers, and exchange of resources
- Enjoy special discounts on CPC global and local programs and events
- Attend exclusive events and programs on advanced practice
- More benefits are to be offered by CPC and our international centers!

### Uniqueness of the Program

- Highly hands-on and practical – All graduates are required to fulfill both coursework and practicum requirements to put their learning into practice
- Flexible streams of practice such as organization development, consulting, coaching, organizational learning, people development, human resources management, community development
- Learn under the guidance of the global CPC faculty members who are thought-leaders and experts in the field
- Language options are available for coursework delivered by international centers

## Requirements

To earn the CAIPC credential, candidates must meet all coursework and practicum requirements:

### Part 1 – Coursework

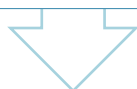
⊗ **Complete this part to earn the *Certificate in the Study of Appreciative Inquiry*⊗**

#### 1. Core

- The Power of Appreciative Inquiry (formerly Foundations of Appreciative Inquiry)
- Appreciative Inquiry Summit OR Applications of Appreciative Inquiry

#### 2. Electives – any two of practitioner-level courses (2 days or above)

- Appreciative Inquiry Summit OR Applications of Appreciative Inquiry
- Appreciative Leadership Development Program<sup>⊗</sup> (ALDP<sup>⊗</sup>)
- Appreciative Coaching – the Art of Transformation
- Appreciative Team Building<sup>⊗</sup> (ATB<sup>⊗</sup>)
- Other elective options are available (*please refer to individual course pamphlets*)



### Part 2 – Practicum, One-on-one Mentoring & Application Paper

#### Stage 1

- Complete at least the required coursework of *the Power of Appreciative Inquiry (and ideally after AI Summit OR Applications of AI)* before engaging a CPC faculty member as a Mentor
- Receive minimum three one-hour mentoring sessions
- Design and implement two Appreciative Inquiry-based projects under the supervision of the Mentor. Each project should involve delivery time of minimum 7 hours (e.g. an AI summit, application of AI as the framework for multiple coaching sessions with a client, a workshop, a consulting or research project, co-design and co-delivery of a program with the Mentor). Applicable projects are to be approved by the Mentor.
- Submit an Application Paper (5-10 pages) to the Mentor within one year upon completing the final CPC coursework. The paper should include:
  1. Details of the two projects:
    - Client engagement – introducing Appreciative Inquiry to sponsors
    - Major stakeholders of the projects and their concerns
    - Program objectives
    - Program design and delivery
    - A summary of results and impacts made to the clients
    - Supplementary documents, including:
      - Appreciative Interview Guide(s)
      - Program result measurement (e.g. participant feedback form, feedback and testimonials from clients and participants, a summary of a post-program appreciative interview with a client)
  2. Reflection:
    - How were AI principles embedded in your practice
    - Opportunities and challenges encountered – how did you address them
    - Personal strengths demonstrated throughout the process
    - The way forward – Reflection on personal learning and future practice

## Part 2 – Practicum, One-on-one Mentoring & Application Paper (cont.)

### Stage 2

- Mentor submits the Application Paper to get endorsement of the Certification Advisory Board
- The candidate shares the final Application Paper at one of a CPC virtual, local or global events, with a maximum 15-minute sharing and 30-minute Q&As from the participants and a CPC Faculty Panel

### Recertification

To CAIPC credential is valid for 3 years. To recertify, CPAIPCs are required to:

- Accumulate 4 credits of Continuous Education Credits (CECs), e.g.:
  - Attend at least ONE regional or online CPC education event (1 credit for a half-day event)
  - Attend CPC endorsed workshops (e.g. 2 credits for a 1-day workshop)
  - Receive one-on-one shadow consulting or coaching with a CPC faculty member on a project (e.g. 1 credit for a two-hour session)
  - Co-design and co-facilitate a project with a CPC faculty member (e.g. 4 credits for a 1-day engagement)
- Share success stories or testimonials on AI projects and applications
- Complete a 1-page renewal form to record CECs and success stories

### Fees (in USD)

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|---|-------------------|
| <b>Application Fee:</b>   | <b>\$ 100</b>     |
| <b>Stage 1: Coursework</b>  | <i>Varied*</i>    |
| <b>Stage 2: Practicum, One-on-one Mentoring &amp; Application Paper</b> | <b>\$ 1,500**</b> |
| <b>Recertification Fee:</b>   | <b>\$ 100</b>     |

\* Refer to individual centers and CPC website for more details. Discounts may be available for CAIPC candidates, non-profits, and groups.

\*\* Include three 1-hour one-on-one mentoring. Extra fee will incur if more hours are requested. Arrangements are to be made between candidates and their designated mentors.

### Inquiry

For registration or more information, please contact Dorothy Tsui at [dorothy@positivechange.org](mailto:dorothy@positivechange.org)

V 2017 Oct 9 supersedes all previous versions.