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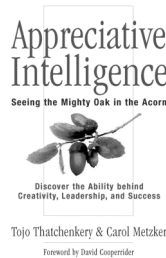
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For Immediate Release

Appreciative Intelligence

Seeing the Mighty Oak in the Acorn

By Tojo Thatchenkery and Carol Metzker
Foreword by David Cooperrider



Selected for Harvard Business Review's 2006 Reading List!

Behind today's most creative and successful people is a secret: an ability to reframe reality to reveal the hidden possibilities within even the most apparently unpromising situation—to, as the authors of this groundbreaking study term it, “see the mighty oak in the acorn.” Thatchenkery and Metzker call this “appreciative intelligence,” and, drawing on their own original research as well as on recent discoveries in psychology and cognitive neuroscience, they describe it in detail for the first time, and explain how it can be developed by both individuals and organizations.

Appreciative intelligence provides a new answer to what enables successful people to dream up their extraordinary and innovative ideas; why employees, partners, colleagues, investors, and other stakeholders join them on the path to their goals, and how they achieve these goals despite obstacles and challenges. It is not simple optimism. People with appreciative intelligence are realistic and action-oriented—they have the ability to not just identify positive potential but to devise a course of action to take advantage of it.

Thatchenkery and Metzker outline the evidence for appreciative intelligence and detail its specific characteristics, using real-world examples like Asa Candler, who looked at a failing headache remedy called Coca-Cola and saw a bestselling soft drink; and Charles Pellerin, who helped NASA bounce back from the Hubble telescope debacle. They show how leaders like these are able to spread appreciative intelligence throughout an organization, and offer tools and exercises readers can use to increase their own level of appreciative intelligence and so become more creative, resilient, successful, and personally fulfilled.

More...

“Appreciative intelligence worked for Rotary International in its efforts to help establish the largest global health endeavor in history—the Global Polio Eradication Initiative.”

—Carl-Wilhelm Stenhammar, President, Rotary International 2005-06

“In this thought-provoking and lucidly written book, Thatchenkery and Metzker provide a compelling justification for the notion of ‘Appreciative Intelligence.’ This is what endows successful leaders with the qualities of persistence, conviction, comfort with uncertainty, and resilience to overcome challenges. This book is a must-read for all those grappling with the issue of leadership in a dynamic, complex, and confusing world.”

—Dr. V. Nilakant, Associate Dean, Faculty of Commerce, University of Canterbury, Christchurch, New Zealand

“Thatchenkery and Metzker see enormous potential in all of us to create new and more promising futures, and this work invites us all to share the same inspiring vision. It is a vision I find enormously compelling and for which we should all be appreciative.”

—Kenneth J. Gergen, Mustin Professor of Psychology, Swarthmore College

*“**Appreciative Intelligence** is a book and an idea that opens new possibilities for seeing how people and organizations create value and achieve success. **Appreciative Intelligence** is an inspiring and practical account of how to develop the capacity to see potential within the present and to develop this capacity within oneself and in others.”*

—Jane E. Dutton, William Russell Kelly Professor of Business Administration and Professor of Psychology, Stephen M. Ross School of Business, University of Michigan

“Stunning! Going one step beyond appreciative inquiry, Thatchenkery and Metzker have made an exciting contribution to the new field of positive organizational scholarship. This book will forever change how you think about intelligence.”

—Robert Kramer, PhD, and Director, Executive Education Programs, American University

Tojo Thatchenkery, Ph. D. is a professor of Organizational Learning at the School of Public Policy, George Mason University. He is the author of several books and articles on change management, and has consulted with many international organizations, including IBM, Lucent Technologies, the American Red Cross, British Petroleum, and the International Monetary Fund.

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Appreciative Intelligence: Seeing the Mighty Oak in the Acorn

By Tojo Thatchenkery and Carol Metzker

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