**HPOG2.0 Innovation Roundtables**

**Pathways to the Future: Building Capacity for Innovation with Appreciative Inquiry**

**Pre-Roundtable AI Interviews**

**HPOG INNOVATION:**

**A GUIDED CONVERSATION**

***A Word from Your AI Facilitator***

The Interview is an essential part of the Appreciative Inquiry process. The goal is to identify our programs best innovations and the factors that drive, enable, and empower success in our program’s finest moments. The Appreciative Interview invites the contributions of diverse voices and perspectives into a uniquely positive learning experience.

There are a couple of ways to do this: reserve 20-30 minutes during a staff meeting and invite staff to interview each other in pairs with a brief report out on the experience once all interviews pairs are finished[[1]](#footnote-1). The other option is to conduct one-to-one interviews with at least 1-2 staff members prior to the Roundtable. Once you’ve completed your interviews, you can use the information as part of the presentation on an innovative practice to be shared at the Innovation Roundtable.

If you’re ready, let’s do this, and enjoy the conversation!

***OPENING***

Some might say writing a grant proposal is the perfect union of creative genius and purposeful pragmatism. HPOG grants are brilliant examples of the constant see-saw between flashes of creativity and the need to maintain a practical focus. Inside this dynamic tension, there are moments that invite, or compel, us to be creative in the moment-to step outside of the existing structure or plan and take a chance on a new idea, approach, or practice.

1. Reflect back over the last three or four years of the program. Tell me a story about one of those exhilarating moments when you saw and felt the creative brilliance of yourself and your team active in the HPOG program–a time when you felt most alive, most engaged, or really proud of yourself and the new ideas being implemented by your team.

NOTE: the bullet points are prompts to encourage a detailed description. Feel free to use them as guides as your record interviewee experiences.

* *What makes the experience a high point of the program for you?*
* *What was happening? Who was involved?*
* *What ignited the team’s creativity and push to step outside the box?*
1. Without being humble, tell me what you most value about yourself as a part of the HPOG team? As a creative person and innovator? What unique qualities do you bring to the team that supports thinking differently and trying something new?
2. The Office of Family Assistance, the funding partner for the HPOG program, is very interested in learning more about the kinds of facilitating factors and enabling conditions that contribute to the kinds of innovative practices your most proud of. As you think about our greatest moments as program innovators, what are the enablers and drivers that contributed to our successful attempts to do something new?
* What are the assets and conditions that have supported our ability to see and seize opportunities to innovate?
* Consider the usual suspects as well as the hidden gems: core competencies, embedded knowledge, positive emotions and outlook of the staff, organizational culture/values, permission to be creative, the trust and respect of other community or institutional partners, financial resources, technical knowledge, permission to fail, etc.
1. Innovation is about change. However, there are some essential things about us and our approach to the program, work with students, and service to the community that are important to maintain through all the program tweaks and transformations we might attempt. What would you say is the core factor that gives life and vitality to our HPOG program-the one thing that is important for us to retain and make sure we carry forward into the future?
2. If you could have three wishes granted that would support the long-term integration and sustainability of our HPOG programs most promising innovations beyond HPOG2.0, what would they be?

***INTERVEW SUMMARY SHEET*** *(complete within 2 hours of the end of an interview)*

1. What were the best stories/quotes that you heard about your program in this interview?
2. What do these stories and quotes teach about your HPOG program and it’s core strengths, capabilities, and opportunities to be even better at what we do?
3. What was the most inspiring vision for the future you heard in this interview?
4. Of the comments you heard, what did you hear that people want more of, want to keep, change, or discontinue? In other words, what did they think was essential and important to continue, what could be improved/strengthened, or things that didn’t really resonate?
5. What other questions about your HPOG program’s strengths and innovative practices does this interview inspire you to want to ask?
1. NOTE: As the Project Director, don’t exclude yourself from the staff paired interview. This is a participatory process. Don’t just observe the process. Get in there! [↑](#footnote-ref-1)