HOD Fact Sheet:
Outcomes of the Fall 2016 Training and HOD Meeting

House of Delegates

Academy leaders attended an Appreciative Inquiry training session on October 14, 2016 led by Gervase R. Bushe, Ph.D. Dr. Bushe is Professor of Leadership and Organization Development in the Beedie School of Business at Simon Fraser University.

Attendees included House of Delegates, the Board of Directors, the Nominating Committee and Academy Committee Chairs. Appreciative Inquiry (AI) is another tool leaders can use to engage members in generating new ideas and moving the profession forward.

### Appreciative Inquiry

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<th>Generative Transformations</th>
<th>How to Generate New Ideas and Energy</th>
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<td>Identify what you want more of</td>
<td>Develop a collective sense of where we all want to go and then ask everyone for ideas and proposals</td>
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<td>Use language that is evocative and inspiring</td>
<td>Expect leaders to frame the right questions and bring the right people together to generate new ideas they will act on</td>
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<td>Create opportunities to uncover what we all aspire to</td>
<td>Encourage many experiments by the people with the energy and motivation to work on them, and then support, amplify and embed the ones that work</td>
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<td>Collect stories that are meaningful</td>
<td>Use this problem to create an organization that is better at constantly learning and changing</td>
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<td>Engage all the stakeholders in interviewing each other</td>
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*Used with permission from Gervase Bushe*

**Four Steps to Appreciative Inquiry (AI)**

*Discover, Dream, Design and Deploy*

*Appreciative Inquiry “4-D Model”*

*Used with permission from Gervase Bushe*
The House of Delegates convened on October 15, 2016 to discuss the mega issue of Wellness and Prevention. Over 160 attendees, including delegates, Board of Directors members, auditors and student scribes participated in the dialogue session. The Discover and Dream phases of AI were executed during the meeting.

**Wellness and Prevention**

How can we as Academy members capitalize on our strengths to create a future where credentialed food and nutrition practitioners play an integral role in wellness and prevention?

**Discover**
Identified strengths and skills that are needed for roles in wellness and prevention.

**Dream**
Example dreams for our future in wellness and prevention.
**Design and Deploy**
Delegates will work with members to complete the Design and Deploy steps of the AI process during the months following the HOD meeting and the House Leadership Team will be sharing follow-up steps.

**Collect Best of Stories**
Delegates will ask constituents to share their best of stories regarding their own successes in wellness and prevention. We’ll share these as part of our next steps in our mega issue discussion.

**Putting it Together**

**Appreciative Inquiry Concepts in Knowledge-Based Strategic Governance:**
- Using the AI process, members now will continue conversations and brainstorming with the delegates on wellness and prevention post-meeting.
- There are no immediate motions; and this is acceptable as it can take time to generate innovative solutions to truly create a future where food and nutrition practitioners seize opportunities and play an integral role in wellness and prevention.
- Remember: a mega issue is not solved in one meeting!

**Academy Updates**

The HOD received updates from the following individuals and Academy organizational units:
- Lucille Beseler, Academy President
- Margaret Garner, Academy Treasurer
- Jean Ragalie-Carr, Academy Foundation
- Penny McConnell, Chair, Nominating Committee
- Nancy Farrell, Chair, Academy Political Action Committee

These updates can be reviewed at [www.eatrightpro.org/resources/leadership/house-of-delegates/about-hod-meetings](http://www.eatrightpro.org/resources/leadership/house-of-delegates/about-hod-meetings) > Fall 2016 Meeting Materials.

For more information, feel free to contact your delegate.