

Diana Whitney PhD

Diana Whitney, Ph.D.
621 Damascus Church Road
Chapel Hill, NC 27516

Affiliations

Founder, Appreciative Alchemy, LLC

Appreciative Alchemy provides coaching, consulting, positive change processes and strategic organization development services based on Appreciative Inquiry.

Founder, Corporation for Positive Change (CPC)

CPC is the premier consulting firm using Appreciative Inquiry (AI) for organization transformation and innovation in business, government, education, healthcare and non-profit organizations around the world.

CPC offers a series of workshops in conjunction with Taos Institute on topics ranging from: Appreciative Inquiry, to AI and Spirituality, the AI Summit, AI and Strategic Planning and Appreciative Leadership

Founder and Director Emerita, Taos Institute

Taos Institute is a virtual learning community. It is a social constructionist think tank dedicated to research, teaching and publications designed to enhance the quality of relational life from the intimate to the international. It serves the postmodern needs of educators, psychotherapists and organizational development professionals as well as global executives and leaders of change.

Founder, Appreciative Inquiry Consulting (AIC)

AIC is an international alliance of Appreciative Inquiry consultants committed to creating a positive revolution in change.

Distinguished Consulting Faculty, Saybrook University

Fellow, World Business Academy

Expert Faculty, National Research Corporation Picker Patient Centered Care Institute

Consulting Practice

Diana is an internationally recognized consultant, speaker and thought leader on subjects related to: Appreciative Inquiry and Large-Scale Transformation; Positive Change; Spirituality at Work; Spiritual Cultivation of Leadership; Social Construction Theory and Practice and Appreciative Leadership.

Her consulting practice focuses on the use of Appreciative Inquiry for: organization culture transformation; merger, alliance building and partnerships; labor management relations; superior customer service; and global organization development.

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Diana's client list includes: City of Regina, Canada, Antofagasta Minerals, Chile, UVA Health System, ACT, British Airways, Hunter Douglas, CapGemini; Accenture; Verizon (was GTE); Johnson & Johnson; Intel; SmithKline Beecham; NY Power Authority; Sandia National Laboratories, PECO; Veterans Affairs, Clark County Nevada and Vermont State Government. She has consulted and taught throughout the Americas, Europe and Asia.

Books:

Whitney, Diana, Jessica Cocciolone, Caroline Adams Miller, Haesun Moon, Kathryn Britton, Alejandra Leon De La Barra, Angela Koh, Tanya Cruz Teller, and Marlene Ogawa. *Thriving Women, Thriving World: An Invitation to Dialogue, Healing and Inspired Actions* (Chagrin Falls, OH: Taos Institute, 2019).

Whitney, Diana, Amanda Trosten-Bloom, and Kae Rader. *Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization*. (New York, NY: McGraw-Hill, 2010).

May, Natalie, Daniel Becker, Richard Frankel, Julie Haizlip, Rebecca Harmon, Margaret Plews-Ogan, John Shorling, Anne Williams and Diana Whitney. *Appreciative Inquiry in Health Care*. (Brunswick, OH: Crown Custom, 2010).

Whitney, Diana, and Amanda Trosten-Bloom. *The Power of Appreciative Inquiry: A Practical Guide to Positive Change*. 2nd ed. (San Francisco, CA: Berrett-Koehler, 2003; 2nd ed. 2010).

Sampson, Cynthia, Mohammed Abu-Nimer, Claudia Liebler and Diana Whitney. (2003). *Positive Approaches to Peace Building: A Resource for Innovators*. (New York, NY: Pact Publications, 2003; 2nd ed. Chagrin Falls, OH: Taos Institute, 2010).

Anderson, Harlene, Kenneth Gergen, Sheila McNamee, David Cooperrider, Mary Gergen and Diana Whitney. *The Appreciative Organization*. (Chagrin Falls, OH: Taos Institute, 2001; 2nd ed. 2008).

Dole, Dawn Cooperrider, Jen Silbert, Ada Jo Mann and Diana Whitney. *Positive Family Dynamics: Appreciative Inquiry Questions to Bring Out the Best in Families*. (Chagrin Falls, OH: Taos Institute, 2008).

Cooperrider, David, Diana Whitney and Jackie Stavros. *Appreciative Inquiry Handbook: The First in a Series of AI Workshops for Leaders of Change*. (Lakeshore Communications, 2003; 2nd ed. Brunswick, OH: Crown Custom, 2007).

Cooperrider, David, Diana Whitney and Jackie Stavros. *The Essentials of Appreciative Inquiry*. (Brunswick, OH: Crown Custom, 2007).

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Cooperrider, David, and Diana Whitney. *Appreciative Inquiry: A Positive Revolution in Change*. (San Francisco, CA: Berrett-Koehler, 1999; 2nd ed. 2005).

Cooperrider, David, Peter F. Sorensen, Therese F. Yaeger and Diana Whitney. (2005). *Appreciative Inquiry: Foundations in Positive Organization Development*. Champaign, IL: Stipes Publishing, LLC.

Whitney, Diana, Amanda Trosten-Bloom, Jay Cherney and Ron Fry. *Appreciative Team Building: Positive Questions to Bring Out the Best of Your Team*. (Bloomington, IN: iUniverse, 2004).

Ludema, James, Diana Whitney, Bernard Mohr and Thomas Griffin. *The Appreciative Inquiry Summit: A Practitioner's Guide for Leading Large-Group Change*. (San Francisco, CA: Berrett-Koehler, 2003).

Cooperrider, David, Peter F. Sorensen, Therese F. Yaeger and Diana Whitney. (2001). *Appreciative Inquiry: An Emerging Direction for Organization Development*. Champaign, IL: Stipes Publishing, LLC.

Fry, Ronald, Diana Whitney, Jane Seiling and Frank Barrett. (2001). *Appreciative Inquiry and Organizational Transformation: Reports from the Field*. Westport, CT: Quorum Books.

Whitney, Diana, David Cooperrider, Amanda Trosten-Bloom, and Brian Kaplan. *Encyclopedia of Positive Questions, Volume 1: Using Appreciative Inquiry to Bring Out the Best in Your Organization*. (Lakeshore Communications, 2001).

Cooperrider, David, Peter F. Sorensen, Diana Whitney and Therese F. Yaeger. (1999). *Appreciative Inquiry: Rethinking Human and Organization Toward a Positive Theory of Change*. Champaign, IL: Stipes Publishing, LLC.

Chapters:

Ackerman, Linda S., and Diana K. Whitney. "The Fusion Team: A Model of Organic and Shared Leadership." *Transforming Work*. Ed. John D. Adams. Alexandria, VA: Miles River Press, 1984. 1st ed. 254-264. Print.

Anderson, Linda S. Ackerman, and Diana Whitney. "The Fusion Team: A Model of Organic and Shared Leadership." *Transforming Work*. Ed. John D. Adams. Alexandria, VA: Miles River Press, 1998. 2nd ed. 294-308. Print.

Cooperrider, David L., and Diana Whitney. "Appreciative Inquiry: A Positive Revolution in Change." *The Change Handbook: Group Methods for Shaping the Future*. Ed. Peggy Holman and Tom Devane. San Francisco, CA: Berrett-Koehler, 1999. 245-261. Print.

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- Whitney, Diana. "Appreciative Inquiry and the Elevation of Organizational Consciousness." *Advances In Appreciative Inquiry Vol. 1: Constructive Discourse and Human Organization*. Ed. David L. Cooperrider and Michel Avital. San Diego, CA: ELSEVIER, Inc., 2004. 125-145. Print.
- Whitney, Diana. "Designing Organizations As If Life Matters: Principles of Appreciative Organizing." *Advances In Appreciative Inquiry Vol. 2: Designing Information and Organizations With a Positive Lens*. Ed. Michel Avital, Richard J. Boland and David L. Cooperrider. San Diego, CA: ELSEVIER, Inc., 2008. 329-363. Print.
- Whitney, Diana. "Postmodern Challenges to Organisation Development." *Human Resource Development: Global Changes and Strategies in 2000 AD*. Ed. Uddesh Kohli and Dharni P Sinha. New Delhi, India: Allied, 1994. 617-629. Print.
- Whitney, Diana. "Spirituality as an Organizing Principle." *The New Business of Business: Sharing Responsibility for a Positive Global Future*. Ed. Willis Harman and Maya Porter. San Francisco, CA: Berrett-Koehler, 1997. 191-200. Print.
- Articles:**
- Whitney, Diana, Amanda Trosten-Bloom and Kae Rader. "Leading Positive Performance: A Conversation About Appreciative Leadership." *Performance Improvement* Vol. 49, No. 3, (2010): 5-10. Web. March 2010. Print.
- Whitney, Diana. "Appreciative inquiry: creating spiritual resonance in the workplace." *Journal of Management, Spirituality & Religion* Vol. 7, No. 1, (March 2010): 73-88. Print.
- Whitney, Diana. "Appreciative Inquiry: A Process for Designing Life-Affirming Organizations." *AI Practitioner* (2008): 12-16. Web. November 2008.
- Whitney, Diana. "Appreciative Leadership and Participatory Planning." *Participation Quarterly* (December 2007): 3-4. Print.
- Whitney, Diana and Charles Gibbs. "Appreciative Inquiry: Creating Cultures of Positive Participation." *OD Practitioner* Vol. 38, No. 4, Fall (2006): 46-51. Print.
- Whitney, Diana, Bernard J. Mohr and Stephen P. Fitzgerald. "Secrets To Initiating and Contracting For Successful Large Inquiries: Establishing Relational Context. *AI Practitioner* (2006): 6-8. Web. May 2006.
- Whitney, Diana. "Spirituality as an Organizing Principle." *Unity Magazine* March/April 2006: 18-23. Print.
- Whitney, Diana. "An Open Invitation to the Appreciative." *AI Practitioner* (2004): 6-7. Web. November 2004.

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- Whitney, Diana and Amanda Trosten-Bloom. "The Appreciative Organization as a Liberating Space." *AI Practitioner* (2004): 5-8. Web. February 2004.
- Trosten-Bloom, Amanda, David Cooperrider, Nadya Zhexembayeva and Diana Whitney. "Business as Agent of World Benefit: A Worldwide Action Research Project Using Appreciative Inquiry." *OD Practitioner* Vol. 35, No. 3 (2003): 4-9. Print.
- Whitney, Diana. "Spirituality as a Global Organizing Potential." *Reflections* Vol. 3, No. 3, (Spring 2002): 76-85. Print.
- Whitney, Diana and David Cooperrider. "Appreciative Inquiry: Eine Einladung zum positiven Wandel." *Lernende Organization* (September/October 2001): 6-15. Print.
- Whitney, Diana and David L. Cooperrider. "The Appreciative Inquiry Summit: An Emerging Methodology for Whole System Positive Change." *OD Practitioner* Vol. 32, No. 1, (2000): 13-26. Print.
- Cooperrider, David L. and Diana Whitney. "Exploring Appreciative Inquiry." *World Business Academy Perspectives* Vol. 14, No. 2, (June 2000): 69-78. Print.
- Whitney, Diana. "Let's change the subject and change our organization: an appreciative inquiry approach to organization change." *Career Development International* Vol. 3, No. 7, (1998): 314-319. Print.
- Whitney, Diana and David L. Cooperrider. "The Appreciative Inquiry Summit: Overview and Applications." *Employment Relations Today* Vol. 25, No. 2, (Summer 1998): 17-28. Print.
- Whitney, Diana and Carol Schau. "Appreciative Inquiry: An Innovative Process for Organization Change." *Employment Relations Today* Vol. 25, No. 1, (Spring 1998): 11-21. Print.
- Whitney, Diana. "Partnership at Work." *Perspectives On Business And Global Change* Vol. 11, No. 1, (March 1997): 79-91. Print.
- Whitney, Diana. "Therapy and the Social Construction of Spirituality." *AFTA Newsletter* (Spring 1995): 35-40. Print
- Whitney, Diana. "Spirituality as an Organizing Principle." *World Business Academy Perspectives* Vol. 9, No. 4, (1995): 51-62. Print.

Education

Ph.D., Organization Communication, Temple University, Philadelphia, PA, 1980
Dissertation: The Dissemination of Educational Innovations: A Case Study of the NIE Linking Process

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M.A., Classical Rhetorical Theory, Temple University, Philadelphia, PA, 1972

B.A., Speech Communication, Temple University, Philadelphia, PA, 1970

Teaching

Distinguished Consulting Faculty (2003 - 2012)
Saybrook University

Ph.D. Committees (1999 to present):

Fielding University
Benedictine University
California Institute of Integral Studies
University of New Mexico
Union Institute
Taos Institute

Visiting Lecturer (1982 – present):

University of North Carolina: Appreciative Inquiry
Omega Institute: Appreciative Inquiry
KCC Summer Institute, UK: Appreciative Inquiry and Social Change
Cromma Business Academy, Croatia: Appreciative Inquiry, Executive MBA.
St. Thomas University, MN: Ethics and Spirituality, EdD.
Case Western Reserve University, OH: Appreciative Inquiry, Executive MBA.
Ashridge Institute, England: AI and Large Scale Change, MA.
Pepperdine University, CA: AI and Global Issues in Change, MA.
Cornell University, NY: Strategic Human Resources Planning, Executive MA.
Antioch University, PA: Organization Development Theory and Practice,
Organization Design, and Consulting Skills, MA.

Graduate Teaching Assistant (1976-1980):

Temple University, Department of Speech Communication

Faculty (1974 –1976):

Montgomery County Community College, Department of Communication Arts
West Chester University, Department of Speech Communication

Awards and Recognition

2005 – The Vallarta Institute, 2 x 2 Award for Cooperation Making a Positive Difference in the world. In partnership with Patricia Arneas, Cuba.

2004 – Larry Porter Award for Writing Contribution to the Field of OD

1997 –American Society for Training and Development, Award for Best Organization Culture Change for work at GTE.

1986 – President, Philadelphia Human Resource Planning Society

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Pro Bono Consultation

During the past 20 years, Diana has been active in the design, creation and support of the United Religions Initiative, a global interfaith organization dedicated to peace and cooperation among people of differing religions, faiths and spiritual traditions.