

ABSTRACT

Inspired by the researcher's direct experience with Appreciative Inquiry and international AI communities, the researcher has established the Thailand Appreciative Inquiry Network (AI Thailand). Through this network, the researcher aims to spread Appreciative Inquiry throughout Thailand. At the beginning, AI Thailand had 32 founding members. One of the most challenging problems AI Thailand faced at that time was: AI Thailand members lacked of Human Capital in Appreciative Inquiry. If this problem was not properly addressed in a timely manner, AI Thailand would vanish. To address this problem, the researcher used Action Research and Organization Development Interventions to develop AI Thailand members' Human Capital in Appreciative Inquiry. Eventually, the researcher was able to address AI Thailand's deficit which was a lack of Human Capital. At the end of the developmental program, Human Capital consisted of 3 Apprentices, 12 AI Masters and 17 AI Champions whereas there were no Apprentices, AI Masters and AI Champions at the beginning. AI Thailand members with higher Human Capital were able to create an impact on their organizations at a moderate degree. By practicing Appreciative Inquiry, participants' Entrepreneurial Drive and Proactive Disposition increased but not Preference of Innovation, Nonconformity, Self-efficacy and Achievement Motivation. Impacts did not only occur with individual participants, but also on AI Thailand's performance related to Human Capital. In addition, through Action Research, the researcher was able to develop the Researcher's Appreciative Coaching.