

**Abstract:** Within the business world, there is a growing interest in the processes and/or dynamics of positive organizational change. The field of positive organization development (POD)—greatly influenced by the theory and practice of Appreciative Inquiry (AI)—has significantly contributed to this matter. However, most research has been exploratory and qualitative in nature, and there is an absence of measures necessary for theory to evolve from nascent to mature models of POD. Moving from nascent to mature theory requires developing constructs that adequately capture the phenomena under study. This tends to be more difficult in a field that is focused on understanding processes that are dynamic in nature, such as POD. The purpose of this talk is to present an initial version of a scale that measures a construct named *appreciative organizing*, which has been described as a central process of POD and positive organizational change.

**Biography:** Ignacio is an Assistant Professor of the School of Business and Economics at Universidad del Desarrollo (Chile). He obtained a PhD in Organizational Behavior at Case Western Reserve University in 2017. Ignacio is interested in understanding how business organizations can become “positive institutions” through methodologies of organizational development change that can spark innovation for the societal good. His research interests revolve around organization development and change, team development, group dynamics, positive organizational scholarship, organizational culture, human flourishing at work and the business side of sustainability. In 2019, he received the Best Paper Award of the AOM’s Organization Development and Change Division (Boston), and in 2017 he received the Best Paper Award Based on a Dissertation of the AOM’s Organization Development and Change Division (Atlanta). LinkedIn Profile: <https://www.linkedin.com/in/ignacio-pavez/>