The *Destiny* phase represents both the conclusion of the *Discovery, Dream, and Design* phases and the beginning of an ongoing creation of an “appreciative learning culture.”

The *Destiny* phase delivers on the new images of the future and is sustained by nurturing a collective sense of purpose. It is a time of continuous learning, adjustment, and improvisation (like a jazz group) -- all in the service of shared ideals. The momentum and potential for innovation are extremely high by this stage in the process. Because of the shared positive image of the future, everyone is invited to align his or her interactions in co-creating the future.

Stakeholders are invited into an open-space planning and commitment session during this phase. Individuals and groups discuss what they can and will do to contribute to the realization of the organizational dream as articulated in the provocative propositions. Action commitments then serve as the basis for ongoing activities.

They key to sustaining the momentum is to build an “appreciative eye” into all of the organization’s systems, procedures, and ways of working. For example, one organization transformed its department of evaluation studies to valuation studies (dropping the e). Others have transformed focus group methods, surveys, performance management systems, merger integration methods, leadership training programs, diversity initiatives, and so on. The areas for application of AI are far-reaching. *Provocative propositions* may require that an organization’s processes and system be redesigned.

The *Destiny* phase is ongoing and brings the organization back, full circle, to the *Discovery* phase. In a systemic fashion, continued appreciative inquiry may result in new affirmative topic choices, continuous dialogues and continued learning.