What is Solutions Focus?

Solutions-Focused approaches are derived from a form of therapy that values solution-building over problem-solving. Typically, the focus is on the present and the future, exploring the past only to the degree necessary for understanding the concerns.

In the business setting, the Solutions Focus is a simple, effective way to capitalize on what’s already working – using an organization’s strengths to discover solutions to problems and to take small steps to meet big challenges. Remember, time spent arguing over the problem and its history is also time not finding a solution and moving on.

- Build positive change using the Solutions Tools model
- Improve motivation, clarity and rapid action
- Base everything – from performance appraisal, to tackling team challenges, to organizational strategic review – in the positive, pragmatic power of what’s already working
- Learn processes and tools to use with more challenging groups
- Work on your own work challenges right from the start
- Build from initial learning activities to a real-work project, which can be used for accreditation through SFCT
- Meet a network of Solutions Focus colleagues, and get the inside track on resources and organizations online

Who Should Attend

- Managers
- Coaches
- Consultants
- Facilitators

How the Course Works

Each week, there is:

- A topic to study and discuss together
- One or two core readings (sometimes from the core text, The Solutions Focus, sometimes from other sources)
- An exercise or coaching practice – with a cyber-partner in the course, a friend or colleague, or both
- Some additional, optional readings or study material
- Key questions to discuss in the online forum

We will hold live conference calls for questions and discussions every two weeks or so at noon U.K. time. The first will be at the start of the program to allow you to say hello in person and to discuss your hopes and goals. Don’t worry if you can’t make it – the call will be recorded so you can listen later.

The Solutions Focus approach has a simplicity that cuts through the complexity of work life to produce highly leveraged changes. You will become skilled at moving things forward when the going is tough, confusing and always changing.

“I used to think you had to set big goals. Now, in every part of my life and when I’m coaching others, I think, ‘What small steps can be taken?’ There are always a range of small steps which don’t demand a whole lot of energy or confrontation or change but they make an enormous difference. They yield big!”

Christine Pilgrim, head teacher, Australia
About Dr. Mark McKergow, MBA

Mark is the director of the Centre for Solutions Focus at Work (www.sfwork.com). He is the leading authority on applying SF to workplace issue, and co-author of the best-selling book *The Solutions Focus*. Mark helped to found both the SOLWorld network and SFCT professional body, and edits the SFCT journal *InterAction*. Mark has worked as a consultant for over twenty years and has presented the SF approach on every continent except Antarctica.

What You Need

- A copy of *The Solutions Focus: Making Coaching & Change SIMPLE* by Paul Z Jackson and Mark McKergow 2nd edition – purple cover
- Computer, internet and telephone access
- All other readings and materials are provided

Course Project

As the course progresses, we will lead up to you doing a ‘project’ – something which you’re doing at work, or you are interested in, to really use and demonstrate your SF skills. Your 2000 – 3000 word report on this will constitute your final submission and completion of the course. The final submission date will be no later than two weeks after the formal end of the course. Many people find that, although it looks a bit daunting at first, this is a very achievable goal, and many find they write more than is required! Everyone in the last course managed to write something suitable.

You may also be interested in taking your project forward for SFCT accreditation via peer review. There is an extra charge for this, details at the SFCT website www.asfct.org/review.php.

Program Outline

| Week 1 | Introduction, what do we mean by Solution Focused |
| Week 2 | SIMPLE principles and Tools introduction, what elseing and Affirm tool, Possibilities from Past, Present and Future |
| Week 3 | Future Perfect tool, and the difference between Future Perfects, goals and targets |
| Week 4 | Platform tool and the Customer for Change |
| Week 5 | Scaling and Counters tools |
| Week 6 | Small actions and tougher platforms – where people don’t know or disagree about what they want (plus start full-on coaching relationships between participants) |
| Week 7 | Tools for teams |
| Week 8 | SF and OD – organizational change contexts |

Halfway check in, project setup, and change coaching relationships – over halftime break

| Week 9 | In-between, not individual – the Interactional View |
| Week 10 | SF and Performance reviews/appraisals |
| Week 11 | Solution Focused Reflecting Teams format |
| Week 12 | SF and Leadership: Leader as Host |
| Week 13 | Wittgenstein and narrative emergence |
| Week 14 | Connections/differences with other approaches – NLP, Appreciative Inquiry, Positive Psychology, etc |
| Week 15 | SF Evaluation |
| Week 16 | Closing review – What’s Better |

“The techniques are unbelievably effective; applying them within my own organization has produced results that can be described as nothing short of phenomenal!”

Ivan Misner, NY Times Best selling author and Founder of BNI

**Register Online**

uwm.edu/sce-sfbp-cert

**Contact Information**

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