



Focus on Solutions – 1 day workshop

This is about introducing or revisiting the model of practice known as a solution focused approach. Based on the principles and methods of Solution Focused Brief Therapy, the solution focused approach has been adapted to organisational contexts working with teams and individuals, particularly in times of change.

Using the acronym SIMPLE, Jackson and McKergow (2002) offer a framework for action which offers real opportunities to discover solutions instead of endless analysis of problems. This is the basis of the model explored in this course.

Learning objectives:

Participants will achieve the following learning outcomes:

- Understand the background and basic principles of the solution focused approach.
- Identify the essential building blocks of the SIMPLE approach
- Explore different situations in which the solution focused approach can be applied in supervision and with teams
- Practice using specific techniques used in the solution focused approach
- Compare and link the solution focused approach to similar organisational methodologies such as Appreciative Inquiry
- Understand how the solution focused framework for action can be applied in whole organisational development

Topics covered during the training

- Assumptions used in the solution focused approach model
- Basic elements of the **SIMPLE** model
- **S**olutions not Problems - useful tools to shift people to a solution focus
- **I**nbetween – the Action is in the Interaction, taking an interactional (systems) view
- **M**ake Use of What's There – identifying skills, strengths and cooperation
- **P**ossibilities – Past, Present and Future, finding a way forward
- **L**anguage – Simply Said, useful tools to reduce misunderstandings and build collaboration
- **E**very Case is Different – finding out what works for you
- The use of scaling for levels of satisfaction, motivation, and confidence
- Using a solution focused approach to assess risk
- Applying a solution focused approach in supervision, group work, team building and organisational development
- Comparison with other methodologies such as Appreciative Inquiry

Participants will receive booklets including all the topics covered, with sections for group exercises and notes.

Certificates of attendance will be given as evidence of Continuing Professional Development.

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