



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

Solutions not Problems - useful tools to shift people to a solution focus

Inbetween – the Action is in the Interaction, taking an interactional (systems) view

Make Use of What's There – identifying skills, strengths and cooperation

Possibilities – Past, Present and Future, finding a way forward

Language – Simply Said, useful tools to reduce misunderstandings and build collaboration

Every 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 which can be used as evidence of Continuing Professional Development.