

The 3 little things...

Who ever participated in one of the Solution Focus Conferences knows about the full agenda packed with great workshops and the dilemma you are in, picking out the most interesting ones of a huge list of interesting sessions. So was I and decided to join one titled: „How a Company adopted SF...”

I was very curious to hear their success story. And indeed, the entrepreneur couple came personally and impressed from the very first moment with their very open and authentic tales. „Great..”, I thought. She talked about how she first got in touch with the Solution Focus at a conference and how thrilled she was of the idea adopting SF to the whole team and what huge difference it would make. No more endless problem discussions in meetings, not pointing on what went wrong or who’s to blame. Instead, starting each meeting with examples of what went well and how we got there, encouraging people to focus and talk about solutions and resources and thus living a culture of appreciation and trust which leads to a much more open collaboration and communication, even in conflicts.

Having that vision in mind, it was very clear that this was not achieved overnight and not from bottom-up. Just sending the people to seminars and expect that they will do the change was not enough. It all needs to start with them as leaders and their willingness to change attitude and perspective! So they asked an experienced Solution Focus professional to guide them through the process, starting with their own development efforts, such as coaching and experimenting with Solution Focus, followed by team workshops to translate Solution Focus into daily business, such as changing meeting rules with open communication and visualizing success by using scaling questions. “Do not analyse the problem, ask what you or we can do to solve it” or “Achieving small steps is much better than just talking about big approaches and doing nothing.” Very little changes with huge impact to the whole organization. Wow, how fascinating!

Finally the couple let voices from employees and leader speak, demonstrating the “magic” happened to their community with SF – easiness in their increasingly complex business world, fun and energy in teams, happy people and thus more efficiency, more productivity, more success! Even goals achieved they never dreamt of... Which company does not aim for these things?

My Solution Focus heard jumped very high und I felt once again empowered in my own experiences! And while I was walking out of the room with a very big smile on my face, I once again thought to myself: „It all starts with 3 little things...”

Nr 1: Willingness of leader (management) starting the process with themselves

Nr 2: Leader who instantly live SF and act as role models

Nr 3: Professional and passionate SF partner to support the process

For sure these two people did prove to be real role models and give another example for what is possible with Solution Focus, when change starts at the top level of the organisation. Not overnight, but with enthusiasm and trustful working hand in hand with appropriate external Solution Focus support.

So my best hope became again a bit more reality that more and more people and companies will follow...

Thanks for your interest and reading my article.

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