Solutions Focused Business Professional

How the course will work

Each week there will be:

- a topic to study and discuss together
- one or two core readings (sometimes from our core text The Solutions Focus, sometimes from other places)
- an exercise or activity to do – either with a cyber-partner, a friend or colleague, or even both
- some additional optional readings or study material
- several key questions to discuss in the course forum

We will also hold live telecalls for questions and discussion, about every fortnight (or possibly more frequently if there is a demand). The first of these will be held at the start of the programme, to allow you the chance to say hello in person and discuss your hopes and goals for the course. Don’t worry if you can’t make it – the call will be recorded and you can listen later.

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 on 1 July 2011. 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 strictly required!

Outline Program (still in development)

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 – organisational change contexts
Week 9: Halfway check in and project setup, also change coaching relationships
Week 10: Inbetween, not individual – the Interactional View, historical perspective
Week 11: SF and Performance reviews/appraisals
Week 12: Emergence and complexity
Week 13: Wittgenstein and narrative emergence
Week 14: Connections/differences with other approaches – NLP, Appreciative Inquiry, Positive Psychology, etc
Week 15: Project reviews and check-ins
Week 16: Closing review – what’s better

This program is all open to adjustment in the light of experience and comments from participants as the course goes on. For example, we may decide to have weekly calls instead of every two weeks. I estimate that the calls will be around 1pm UK time (allowing people from most time zones to participate) but this will depend on the geographical spread of participants.