

*SF offers a perfect
fit to your needs*



Solution-Focused Practices (SF) are distinctive of most other business coaching models in that it offers a solution with a perfect fit to your needs. SF does not sell a product or a business or organisational model that may or may not fit your needs. It is a facilitating process that gets you what you want.

As SF coaches we do not know what you need. It is our job to help you discover what you need and to help you discern clearly what it is that you want. We help you to discover in detail how your ideal situation would look like and help you paint as clear a picture as possible of it. The secret of any sustainable solution is to know the end. When you know the end you know the direction you need to go and then you have a benchmark to measure every action within your business.

A next phase in the coaching process is to help you discover where you are at the present moment in relation to your preferred future. Once you know where you are, it is important to discover how you got there. We then facilitate a process to discover your strengths and resources, what has been working thus far and any instances where you performed better than the present. The way forward lies in doing more of what works and to stop doing what does not work.

Once you discovered what's working we help you to determine what is the next small step you want to take to raise your performance towards the solution. This will be in line with your strengths and what's been working already. There are no great strategies or goal programs, just small steps. This is much more useful than detailed strategies since we believe that change is happening all the time, the future is simply unpredictable. Small steps are easy to do and can lead to big changes. With small steps it is also easier to adapt to emerging new situations without revising your overall strategy. Throughout the whole process the client remains in control of what is wanted and the small steps to take in realising their own future.

When things are set in motion, SF coaches may help you determine what is better and what small steps are next to be taken. In our experience clients quickly adapt to the approach and after one, or at the most two short follow-up sessions are able to take the process forward themselves.

The SF approach takes it for granted that every case is different. There is no universal solution to organisational problems. One size does not fit all. When we work with people we work with complex systems and emerging situations that make every case unique. We therefore facilitate a process that fit the client's needs.