



AgosolF Coaching

The use and benefits of Solution-Focused Practices

Solution-Focused Practices is part of a new wave of thinking about organizations, their growth and dealings with everyday challenges. In the past twenty years it has made inroads all over the world in a myriad of businesses of various sizes and contexts. Jackson & McKergow say that Solution-Focused Practices can be seen as the new wave of change technology.

At the heart of Solution-Focused Practices are these ideas:

- 🌀 We focus on what the client wants.
- 🌀 We discover and amplify what is already in place and use these strengths to build what is wanted for the emerging future.
- 🌀 We take a direct route to what already works, do more of it, and avoid the pitfalls of delving into problems and what is not working.
- 🌀 We define and take small steps with the maximum chance of success to reach the preferred future.
- 🌀 We keep things as simple as possible.

This approach generates a positive, enjoyable and empowering experience for everyone involved in the change process. By discovering what works, doing more of what works and by cultivating what is already happening as the seeds of change, growth is implemented through small initiating steps. Changing as little as possible bear fruit in terms of time, cost and effort. Clients witness to the fact that Solution-Focused Practices lead to many measurable improved results in sales, customer satisfaction, staff satisfaction and work attendance surveys.

Uses

Solution-Focused Practices have proved it's usefulness in the private sector as well as the public sector. The use of SFP ranges from industrial, organizational, educational and service settings to business entrepreneurship and NGO's

This approach is so flexible that it can be used in:

- 🌀 Competence management
- 🌀 Strategic planning
- 🌀 Change management

- 🍷 Performance management and appraisal
- 🍷 Team re-motivation
- 🍷 Training
- 🍷 Time management
- 🍷 Project planning and management
- 🍷 Executive coaching

It can be used for:

- 🍷 increasing collaboration
- 🍷 bettering communication
- 🍷 conflict management, and
- 🍷 developing cross-cultural communication

Benefits

Working with Solution-Focused Practices has an endless list of advantages. We would like to name but a few:

- 🍷 It builds self-belief within individuals and organizations by helping you to discover a positive picture of yourselves.
- 🍷 A vision of the potential of employees is developed that can be used to create the preferred future.
- 🍷 Confidence in the possibility that the status quo can be changed towards something that is wanted, is established by this approach.
- 🍷 Time, energy and money are saved through strengthening the identity of the team which leads to job satisfaction and a willingness to perform.
- 🍷 Goals and plans for the future are build on the strengths and competencies of employees making it more likely to succeed.
- 🍷 Solutions are created that fits the context of the business and are therefore owned and agreed upon by everybody involved.
- 🍷 Real business issues are solved before they happen instead of diagnosing them after they happened.
- 🍷 It can move organizational health survey scores significantly higher.
- 🍷 This approach has been shown to increase the amount of know-how sharing within and across functions.
- 🍷 Employees are empowered and their autonomy facilitated by assigning them responsibility within the process of solution building.

The benefits and effectiveness of Solution-Focused Practices are well attested for through empirical research. Studies on the effect of Solution-Focused Practices on physical and emotional health, proved that it has a positive and beneficial influence on:

- 🍷 Anxiety and low self-esteem
- 🍷 Less stress and positively preventing burnout
- 🍷 Lowering blood pressure
- 🍷 Changing the hormone ratio positively
- 🍷 A better balance between emotions and mind, which all leads to
- 🍷 Better performance

Studies on productivity and leadership behavior have shown a marked positive influence on:

- 🍷 Communication
- 🍷 Time management and workload

- 🍷 Motivation and satisfaction
- 🍷 Leadership abilities
- 🍷 Employee competence and integration

It therefore does not come as a surprise that Solution-Focused Practices has such a big impact on organizations of all sizes throughout the world today.

References

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