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Preconference Workshop on Solution Focused Organizational Development

“Ask, don’t tell.” How to initiate solution focused organizational development. Workshop with case studies.

How to start and support lasting improvement in an organization and its culture. Surprisingly simple and client-driven Focused on Solution.

The best method for initiating a solution focused organizational development works is to ask questions to those people involved. A solution-focused interview with the members of the organization is the most direct path to take as the examples of a German and an Indian solution focused company development shows. The external SF coaches started with solution focused conversations with the top managers and let them construct their own development processes. So it emerge interlinked elements such as, “SF development workshops for passionate of change”, “internal ambassadors of appreciation”, large group interventions, middle management involvement and self organized support using SF questionnaires towards clients’ goals like improving company climate and effectively dealing with rapid growth in customer demand. Reusing the questionnaire it becomes easy to show that a significant improvement in several processes of the company occurred (e.g. appreciation, management culture, error management culture, willingness for continued change).

In this workshop you experience solution focused interviews for initiating organizational development processes. You get concrete ideas of what helps and how SF organizational development processes work and you find out how to integrate this in your own work. You will learn to do SF interviews for organizational development, how to generate ideas for concrete measures and actions and experience the effects. We will discuss the initiation of two concrete examples of SF organizational development, one within a German heavy industry company to support improvement from a blame-culture towards a appreciation and attractive working environment and the other within an Indian company to support responsiveness, involvement and quality improvement. There will also be the opportunity to work on cases of the participants.