



**SOL**  
**TEXEL 09**

# Conference

## 14-17 May 2009

Theme: **Connections**



Dear fellow Solutionists,

I'm so proud, writing this opening word for the 8th SOL-world Conference, to be held in The Netherlands and more specifically on the island of TEXEL. With regard to the theme of this conference, "CONNECTIONS", this means that the last few years a lot of people in The Netherlands have been connected to the ideas and approach of the Solution Focused Movement. And this group is still growing, not only in The Netherlands, but all over the world.

Sometimes people ask to me "How come this movement is still growing?" The answer for me is "some time ago I was "infected" with the Solution Focused virus, and I still don't want to be cured!" I believe most people who come in contact with the Solution Focused approach, will answer alike. And I believe this SOL-movement will not come to an end within the next 25 years. The strength of "In between" and the power of results will last. Not damaged by model thinking.

And now, when you read this small article, you are on TEXEL, a very remarkable place in The Netherlands. A place where a lot of people come on holidays for a few weeks or only for a weekend. We will all be here for at least two nights and tree days to connect new and older ideas, to connect views, to connect SOL to other related movements and to (re-)connect relationships. The conference venue will be surprising; maybe a little bit strange, maybe a little bit unexpected, but overall creative and challenging. Get connected with the island, by walking from workshop to workshop and to the plenary, maybe sometimes by bike or even by horse!

This conference will, again, be a conference with a clear sign of hope and progress. This year in a time where we need connections more than ever: an answer to an atmosphere of crisis, looking for what works! Enjoy yourself, in the first place by the programme and the enthusiasm of all your colleagues who have done their utmost to prepare this conference.

I said I am so proud. Yes, I am and I'm also very thankful: especially for all the work our organising team has done the past two years. All members worked very hard and came up with so many wonderful things, right from the beginning: we are connected for life!

So, I invite you to make this conference the best conference you've ever had.

On behalf of the whole SOL2009 organising team,

Bert Garssen (chairman)

## Organising team



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**Workshop selection advisors:**

- Herman de Hoogh
- Linda Schlundt Bodien
- Nicolette Bremerkamp

## Location & Conference Venue

The central venue for the SOL 2009 conference:

The church ("kerk") and SOL2009 "HOF" at:

Address: Nikadel 13

Village: De Koog

Island: Texel

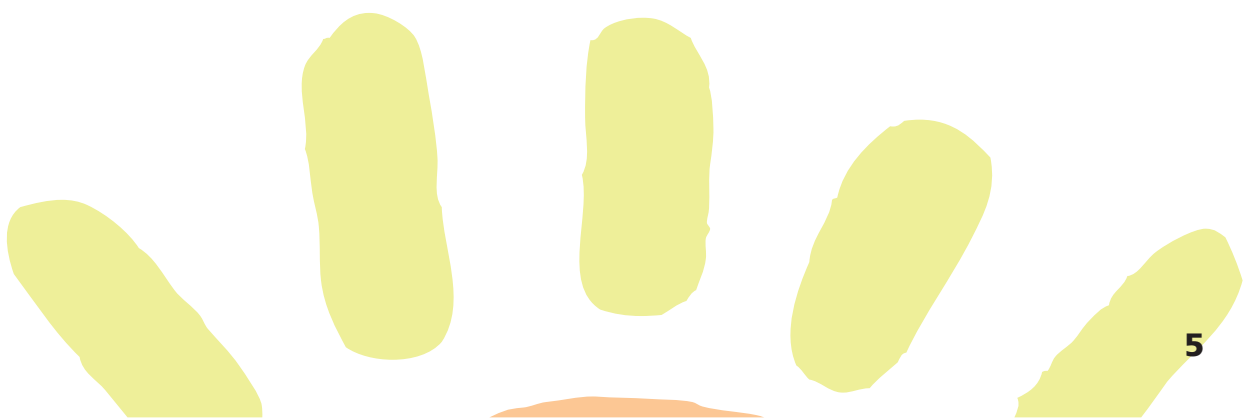
Country: The Netherlands

## Contact

If you are having problems finding the way to the conference, you can call the central phone number: (0031) (0)6 - 438 757 93. This number is reachable during the conference, from Thursday till Sunday.



# Finding your way around De Koog



# Hotel accommodations



1. Grand Hotel Opduin
2. Het Gouden Boltje
3. Hotel Greenside
4. Hotel Zeerust
5. Kogerstaete
6. Kogerstrand
7. Ouwe Dijkstra
8. Pension De Zonnestraal
9. Sandton Hotel de Cooghen
10. Hotel Tatenhove
11. De Pelikaan
12. Hotel Brinkzicht
13. Hotel Boschrand
14. Pension Zeekraal



## Accommodation in De Koog

Name	Address	Postal code	Telephone number
De Pelikaan	Pelikaanweg 18	1796 NR De Koog	0222 317202
Het Gouden Boltje	Dorpsstraat 228	1796 CH De Koog	0222 317755
Hotel Greenside	Stappeland 6	1796 BS De Koog	0222 327222
Sandton Hotel de Cooghen	Dorpsstraat 10	1796 BB De Koog	0222 367020
Grand Hotel Opduin	Ruijslaan 22	1796 AD De Koog	0222 317445
Hotel Zeerust	Boodtlaan 5	1796 BD De Koog	0222 317261
Hotel Tatenhove	Bosrandweg 202	1796 NK De Koog	0222 317274
Hotel Brinkzicht	Dorpsstraat 210	1796 CH De Koog	0222-317258
Hotel Boschrand	Bosrandweg 225	1796 NA De Koog	0222 317281
Hotel/appartementen Kogerstaete	Dorpsstraat 230	1796 CH De Koog	0222 327733
Ouwe Dijkstra	Nikadel 5	1796 BP De Koog	0222 317906
Kogerstrand	Badweg 33	1796 AA De Koog	0222 317208
Camping Ground	Stuifweg 13	1794 HA Oosterend Nh	0222 318801
Pension De Zonnestraal	Watermunt 8-9	1786 BN De Koog	0222 317817
Pension Zeekraal	Zeekraal 6	1796 BM De Koog	0222 317066
Bed and Breakfast Texel	Boodtlaan 68a	1796 BG De Koog	0222 315405
Hotel de Strandplevier	Dorpsstraat 191	1796 CC De Koog	0222 317348
Hotel de Zwaluw	Kamperfoelieweg 1	1796 MT De Koog	0222 317329

## Programme SOL 2009 Texel

time	Thursday, May 14	location
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20.00 - 22.00	Pre-conference drink and diner	De Hof
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time	Friday, May 15	
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8.15	Registration with coffee and tea	Venue/Church
9.15	Opening by honorary guest Adam Fields	Venue/Church
9.45	Welcome by Bert Garssen	Venue/Church
10.00	Plenary "Future perfect in organisations" By Paul Z Jackson & Björn Johansson	Venue/Church
10.30	Plenary "Preventing the future from happening" By Keynote speaker Jaap Peters	Venue/Church
11.15	Break Coffee, tea and stroll	
11.45	Workshops Slot I	Workshop locations
13.15	Lunch	De Hof
14.30	Workshops Slot II	Workshop locations
15.30	Break Coffee, tea and stroll	
16.00	Meeting Steeringgroup/Bookmarket	Venue/Church
19.00	Walk or Transportation by vehicle to the bbq	
19.30	Barbecue	beach at Paal 19

time	Saturday, May 16	location
8.30	Doors open with coffee and tea	Venue/Church
9.15	Plenary "Label your colleagues" By Jesper Christiansen & Diederik van der Mast	Venue/Church
9.45	Plenary "Work in Progress" By Louis Cauffman and others	Venue/Church
10.45	Break Coffee, tea and stroll	
11.00	Workshops Slot III	Workshop locations
12.00	Break Coffee, tea and stroll	
12.15	Workshops Slot IV	Workshop locations
13.30	Lunch/Bookmarket	De Hof
14.45	Open Space/Activity Market	Church / De Hof and Gym and outside
15.45	Break Coffee, tea and stroll	
16.00	Workshops Slot V	Workshop locations
19.00	Diner, cabaret	De Hof

time	Sunday, May 17	location
9.15	Doors open With coffee and tea	Venue/Church
10.00	Plenary: SF Groups meeting	Venue/Church
	Break Coffee and tea	Venue/Church
11.30	SF Groups Presentation	Venue/Church
13.00	Closing Ceremony And perhaps handover to SOL2010	Venue/Church
13.30	Simple Brunch	De Hof

## Plenaries on Friday

### Plenary Future perfect in organisations

Hosts: Paul Z Jackson & Björn Johansson  
Place and time: Church on Friday at 10.00



Paul Z Jackson



Björn Johansson

## Plenary: Preventing the future from happening

Keynote speaker: Jaap Peters  
Place and time: Church on Friday at 10.30

Everyday we're juggling with two different 'times'. Some people are living with (1) the clock while other people seem to have all (2) the time. The first time is called planned time and the second is known as the fourth dimension (see Wikipedia). That's the time you see every morning in the mirror and we celebrate this time once per year as our birthday. Speaking for myself: 'it doesn't get any better'.

The first time is moving forward through planning and deals with a future ('the preferred future according to the shareholders') that others, usually policymakers and staff employees, have thought up and that is implemented by line managers. The other time is moving autonomously and also known as self-organization.

People live and work in groups, but often with too much attention for the visible and formal forms just scratching the surface of organizations, like hierarchy and rules resulting for the planned time. Much less attention is paid to the invisible and informal forms of organization (the shadow system) that lie hidden in networks. Low hierarchy management styles and more pride by participation (the passion for your profession) can contribute substantially to a better relation with the autonomous time and with that to a more pleasant working culture and a more innovative organization atmosphere.

In our organizations both 'times' have been mixed up. Sometimes the planned time leads, but exactly because of that planned time self-organization is necessary to handle the fluctuations outside the organization system. Fluctuations, such as the financial crisis and the climate change, often targeted pointedly and unconsciously by the 'thought system', emerge 'without notice'. After all, the bankers were awfully surprised and embarrassed. This is also an 'inconvenient truth'.

In his contribution, Jaap will show how both 'times' meet, collide and support each other in organizations. After a short theoretical dissertation (20-25 min.) a case study will be discussed: the innovation of the Dutch libraries, that takes shape in 2009 by swarming employees using Web 2.0 technology. The future has already arrived, but has not been distributed everywhere yet.

Jaap Peters is Organization Activist at DeLimes organizational development and publisher of the quarterly 'Slow Management Bookgazine'. Among a lot of other things, he is author of the books Strategy out of Chaos ('Niets nieuws onder de zon en andere toevalligheden'), Corporate People Farming ('Intensieve Menshouderij'), The little Rhineland Book ('Het Rijnland Boekje') and At which Reorganization do you work? ('Bij welke reorganisatie werk jij?'). See: [www.jaappeters.nl](http://www.jaappeters.nl)



Jaap Peters

## Workshop Locations Friday

location	workshops Slot 1: 11.45	workshops Slot 2: 14.30
<b>Sjans</b> Dorpsstraat 31 60 á 70 participants	<b>Keeping Projects on Track with Solution Focused Agility</b> Hans-Peter Korn & Josef Scherer	<b>Speaking – the silver, Silence – the gold</b> Kamila Nováková max 25 part.w
<b>Proeflokaal</b> Dorpsstraat 23 25 á 30 part.	<b>Guerilla Goodness</b> Lisa Boelaert & Hedwig Deconinck	<b>Ethnography as Needs Analysis</b> David Weber max 20 part.
<b>Le Berry</b> Dorpsstraat 3 80 á 100 part.	<b>Positive Expectation Creators</b> Coert Visser & Gwenda Schlundt Bodien	<b>Connecting Practice and Paradigms</b> Peter Rohrig & Konrad Elsass- ser, max 20-60 part.
<b>Bilder</b> Dorpsstraat 7 50 a 70 part.	<b>Uniting Thought and Action</b> Stephanie von Bidder & John Tarr; max 25 part.	<b>The Power of Images</b> Leontine van Schie
<b>Het Biervat</b> Dorpsstraat 18 50 á 60 part.	<b>Aiming for Excellence in Teamcoaching</b> Daniel Meier & Janine Waldman; max 35 part.	<b>Changing Limitations into Resources, a SF Journey</b> Danny Janssen
<b>Talk of the Town</b> Dorpsstraat 74 60 á 80 part.	<b>The SF Facilitator in the Processes of Generational Transfer</b> Marco Matera & Riccardo Benardon; max 30 part.	<b>Solutions are in the action</b> Jolien Slavenburg & Karin Brugman
<b>De Kuip</b> Dorpsstraat 75 50 á 70 part.	<b>Photography meets Coaching</b> <i>bring your digital camera, if possible</i> Stefanie Kirschbaum & Dietmar Wadewitz	<b>Achieve More and Stress Less, SF Personal Effectiveness</b> Shakya Kumara; max 40 part.

## Workshops slot I

### Workshop: Positive Expectation Creators

Presenter: Coert Visser & Gwenda Schlundt Bodien

Place and time: Le Berry, friday 15 may 2009 at 11:45 hour

One of the most useful things a solution focused professional may do is to help the client create an expectation that positive change will occur. This positive expectation is created by means of constructive language and through a collaborative creation of vivid goals. The interventions which are used to create this positive expectation are often subtle and small. The client is not being convinced, but instead is gently led to start to create a positive image of the future. The aim of this workshop is to help you:

1. To explore what works for you and other participants in creating a positive expectation
2. To find out what philosophers teach us about positive change
3. To learn what solution focused pioneers have written and taught us about creating positive expectations
4. To learn what researchers teach us about what does and what doesn't work in creating hope for improvement and success
5. To explore how the above can help you in your dialogues with your clients

This workshop welcomes both experienced and relatively less experienced participants.



Coert Visser



Gwenda Schlundt Bodien

## Workshop: Guerilla Goodness. Hit and run to change the world ...

Presenter: Lisa Boelaert & Herwig Deconinck

Place and time: Proeflokaal, friday 15 may 2009 at 11:45 hour

Discover the power of guerilla hit-and-run actions to break existing patterns, surprisingly changing the rules of the game, destabilise current situations by unexpected actions and reactions, use of clandestine management, a positive anarchy, a gentle disorder, a sweet disturbance, not to blow up the building but to let blossom new and unexpected connections with your environment, colleagues, team and organisation. Just to see what happens and to observe the power of new balances and unbalances ... just because you hit and ran ... and united!

### Guerilla for you ?

This is your workshop if you are looking for radical, new ways to truly destabilize and change the system, by identifying and breaking the blocking patterns between people. Whether you're part or even 'victim' of the system, whether it's your task to solve the 'problem' (as an internal or external consultant, manager or whatever) ...

Get the most out of this workshop: be prepared! What is the social pattern you would like to change (e.g. the way you're working together in your team, with other teams, your relationship with bosses, customers, colleagues)?

### Guerilla connects

Goodness is one of the most difficult things to give away. It always comes back to you. Guerilla Goodness actions always surprise and destabilise to ultimately reach a new and unexpected platform where all parties can re-unite.

### Guerilla Goodness in action

We have learnt from experience that the following ingredients are crucial to put guerilla goodness into action:

- Observe: which patterns will deliver the biggest impact, or can be easily disturbed?
- Destabilise the chosen patterns
- Hit and Run and observe again
- Unite: actively create new patterns with the people around you
- Reinforce working patterns
- Destabilise again non-working patterns

We will share with you how using the guerilla goodness approach has created new opportunities in situations where people or groups felt powerless and victimised. Next to this storytelling we will challenge you during this workshop to rediscover the natural ease to invent rebellious acts and put them into action.

We are looking forward to learning from your experience even more about how guerilla goodness can truly change your blocking social patterns!



Lisa Boelaert



Herwig Deconinck

## Workshop: Keeping Projects on Track with Solution Focused Agility

Presenter: Hans-Peter Korn & Josef Scherer

Place and time: Sjans, friday 15 may 2009 at 11:45 hour

This workshop will show you a widespread practical proven concept how to deal with projects in complex environments like IT-application development or other types of projects in an "agile" and SF-compliant way:

"Agility" in project management shares many of the basic principles of SF, especially those: Individuals and interactions over processes and tools - Working products / results over comprehensive documentation - Customer collaboration over contract negotiation - Responding to change over following a plan.

And doing "agility" in an even more SF-way will enhance the power of agility.

Coaches, consultants, trainers, educators, managers with any level of experience in project management are welcome as participants. The focus is on processes and methods to manage projects in any area.

The benefit of this workshop to the participants will be:

1. seeing "Agility" as one of the widespread practical proven concepts how to deal with projects in complex environments in an SF-compliant way
2. increased motivation and confidence to apply SF in project management.
3. some ideas how to make projects in the own workplace more SF and agile

How will it be done?

After giving an impression how "Agility" works and how it fits to SF we will demonstrate it with a typical project managed with "Scrum" (which is one of the most common frameworks of agility) and will reflect what and how it can improved by using even more SF-specific elements.

In the Open Space on Saturday we will invite the participants of this workshop to discuss in groups how they can make the projects in their own workplace a bit more "SF-agile". The ideas of the different groups then will be shared in a short "world cafe" - format.



Hans-Peter Korn



Josef Scherer

## Workshop: Aiming for Excellence in Team Coaching

Presenter: Daniel Meier & Janine Waldman

Place and time: Het Biervat, friday 15 may 2009 at 11:45 hour

“Accomplishing more by doing less”

“Accomplishing more by doing less” is a key factor to successful team coaching. During our session we’ll explore this concept in an interactive way and have a look at three important coaching skills (attitude, tools and improvisation). We’ll share our team coaching sparkling moments, those that went particularly well, and invite you to tell us about what’s worked for you - an opportunity to share and build your team coaching expertise.

From attending this session you can expect to:

1. Take away practical tools that have been successfully applied in difficult Teamcoaching Situations
2. Share sparkling Teamcoaching moments and build new insights
3. Have some fun and perhaps gain a bit more freedom in working with teams

This workshop is for coaches, facilitators, managers and anybody who has an interest in Team Coaching.



Daniel Meier



Janine Waldman

## Workshop: The Solution Focused Facilitator in the processes of Generational Transfer

Presenter: Marco Matera & Riccardo Benardon

Place and time: Talk of the Town, friday 15 may 2009 at 11:45 hour

Nowadays, the transfer of property and the generational transfer, that is when a junior succeeds a senior in the business, are more and more discussed and seen as critical events, inevitable though, for small-medium enterprises, such as: a) family businesses b) managerial businesses, with a very strong manager leaving. The generational transfer as well as the transfer of property are undoubtedly challenging opportunities, as they mean facing the transfer of the company management and, most likely, changing the governance model. How can the Solution Focused Facilitator help in these cases and what advantages does it bring along? Our model for managing changes in the processes of generational transfer is characterized by the connection of the following different plans:

- The plan of integration between Hard and Soft aspects (Technical-Organizational and Relationships related respectively)
- The plan of strategic management linked to the integration of the top-down and bottom-up approaches
- The plan of techniques, where we integrate the above mentioned approaches: SFW, Systemic Thinking (5th Discipline), Constellation Approach, Gestalt, System Dynamics...The plan for the development of our theoretical and practical knowledge, linked to the regulation of above cited aspects, connects the above mentioned plans transversally; it is a dynamic and flexible plan which makes our approach comply optimally with the specific business situation. By sharing our success case history, by using the experience that participants can build up with the evolution of the "miracle scaling", and by the interaction that we are going to stimulate, it will be possible to enter the structure of our model focused on the processes of generational transfer: the 8 actions sfa-bm model. It will be possible to check the important variables and understand how our model, with its person-centered approach, is able to integrate the different plans and obtain information about how to improve the approach to the changeover.



Marco Matera



Riccardo Benardon

## Workshop: Uniting Thought and Action

Presenter: Stephanie von Bidder & John Tarr

Place and time: Bilder , friday 15 may 2009 at 11:45 hour

SF and the Feldenkrais Method (FM) are both solution-based approaches to changing thinking and action. From an SF point of view, a change in action can occur when there is a change in thinking. From the FM point of view, thinking can change when there is a change in action (movement). By experiencing these two methods, we will be able to explore the connection between thought and action.

Thought and action cannot be separated from one another, i.e. a person's movements reflect their thinking and visa versa. A real change in thinking will be reflected in movement. If a new idea or solution (thinking) is to take hold, then there must be corollary change in action (movement). This holds true for the client as well as the coach. In this workshop, you will become more aware of your own actions and how to sense them while still focusing on your client. Additionally, you will experience how your own actions can influence your thinking, enabling you to work more effectively as a coach and be better able to observe the signals coming from your client.

To get a sense for this, we'll combine practical coaching exercises with Awareness Through Movement lessons to examine and experience how kinesthetic awareness (awareness of self through movement) influences and enhances the process of coaching, leading, training, and teaching.



Stephanie von Bidder



John Tarr



## Workshop: Photography meets Coaching bring your digital camera, if possible

Presenter: Stefanie Kirschbaum & Dietmar Wadewitz

Place and time: De Kuip, friday 15 may 2009 at 11:45 hour

We all know as SF-Professionals: Clients express more hope, self-confidence and motivation for positive Change, when talking about Future Perfect, Resources and Exeptions during the coaching-process. We can watch it in their faces.

What happens, when we make the bodily changes we watch also visible to the client?

Dietmar Wadewitz has established a format of coaching which is a synthesis of Coaching and Photography. It is already well-known as "PhotocoachingÖ". The photos, taken during the coaching, document changes in facial expressions and give an impressingly powerful feedback on these changes to the client. The client sees that positive change has already happened. This gives an extra motivation-kick to the client.

With "PhotocoachingÖ" the client has a double outcome: new photos of himself in great moments - and new ideas, inspirations, discoveries which come out of the coaching process itself. It adds up to a highly valuable outcome.

We were curios: What happens when a photocoach and a SF-coach work together?

In this workshop you will:

1. watch the visual results of this experiment
2. come to know how the "PhotocoachingÖ"-format works
3. experience your own photocoaching-session in a group

You will take away:

- photos of yourself in your moments of Excellence
- an extra motivation-kick

The workshop will be of interest to anyone who works in coaching, counselling and consulting. It will also be faszinating for those who are simply curios of the powerful connection "photography meets coaching".



Stefanie Kirschbaum



Dietmar Wadewitz

## Workshops slot II

### Workshop: Connecting practice and paradigms

Presenter: Dr. Peter Rohrig & Dr. Konrad Elsasser

Place and time: Le Berry, friday 15 may 2009 at 14:30 hour

Working as professional coaches and consultants we cannot help from connecting practice with paradigms, theories and frames of references. In our workshop we take the time to look consciously at the ways how we connect them using similarities and differences. Thus we start by reassuring what works and do our best to produce a flow of emergence.

We anticipate preferred futures and possibilities of connections and how these can be useful for us. We use all the resources the participants want to unfold, like practical learnings and successes and combine them with paradigms, miracles and "dissolutions". We create metaphors for the connection of what is close and what is distant. We support exchange between learning styles, transfer ideas and mainstream patterns of how to connect practice and paradigms.

We look at the present contexts that have emerged. Which streams, energy flows, black holes, blind spots and sparkling stars can we identify? What is the impact of contextualisation?

Finally we look at how the group process, the exchange and the issues that have emerged affect individual coaching or consulting practice. What could be an attractive step for every participant to improve in professional competencies? We reinforce and reconnect ourselves with the result of the workshop and the whole conference.

The workshop will be an appetising mixture of SF activities and lively discussions.

Three benefits for the participants to take away from this workshop:

1. You sharpen your awareness about how you connect practice with paradigms.
2. You will discover at least a practice, a theoretical reference and a nice person that you did not know before.
3. You take pleasure in connecting the good, the bad and the ugly.



Peter Rohrig



Konrad Elsasser

## Workshop: Solutions are in the action

Presenter: Jolien Slavenburg & Karin Brugman

Place and time: Talk of the Town, friday 15 may 2009 at 14:30 hour

In our workshop we make the connection between the vision of SF work and some simple and effective techniques from the (action- method of psycho) drama.

You can ask people to visualise their position on the scale. You can also invite them to show how it looks like on different scales. So we will bring the reality directly into the room. In the action insights appear that a person couldn't have thought of by only using his or her rational capacities.

As a coach, trainer or therapist you will explore the solutions that appear when you help them use their creativity, imagination and stimulate their spontaneity. You wake up their unconscious mind in which there is far more possible than you and me could think of..and beside that you'll increase the joy you already have in your work even more.

We will work with a case from a member of the participants.



Jolien Slavenburg



Karin Brugman



## Workshop: 'Changing limitations into resources, a solutions-focused journey'

Presenter: Danny Janssen

Place and time: Het Biervat, friday 15 may 2009 at 14:30 hour

Aren't problems great? How else would we know about solutions and our ability to create them? On so many occasions in our private life or as a member of a family, organisation or professional context we are offered some wonderful opportunities. Yet very often they are disguised as seemingly complex problems. They challenge us to find, and mobilize our skills and talents. Things get even more interesting when the problem is 'unsolvable' because it enables us to consistently develop new ways of dealing with the limitations. And by doing so enhancing our strengths, resources and qualities as an individual and a group.

Danny Janssen (58) is a SF-practitioner and a part-time consultant at the service of Ophthalmology in the University Hospital in Gent - Belgium : he uses a SF-approach in coaching people having lost their vision or part of it. Being blind himself he is in a privileged position to help his clients to find out how they want to be help during the process of revalidation towards re-integration into family, social and work environment.

Experience shows that when suddenly confronted with a physical limitation the individual, his family and members of organizations to which he belongs, concentrate on the deficits it might bring about. When they are found prepared to make the journey in a solutions-focused way, they are enabled to change the way they experience and handle the limitation. And make it develop into a resource. Not only for that individual but even so for themselves as a family, organisation and the work environment he is a member of

So, the introduction of a person with a limitation into an organisation or workplace leading to the mobilisation of strengths, resources and capacities ?

Danny has disguised his presentation-workshop as a neurolinguistic, auto-suggestive and symbolic piece of theatre in order to help the members of the audience to formulate their own answers to this question during and/or after the interaction.



Danny Janssen

## Workshop: The power of images

Presenter: Leontine van Schie

Place and time: Bilder , friday 15 may 2009 at 14:30 hour

Coaching is often a rather 'linguistic' affair. If a coach succeeds in fitting in with the language used by the client, the latter will experience a feeling of being understood. The language that we use as a coach, turns out to be a very important instrument in bringing about 'connection'.

Another way of realizing 'connection' is by making use of images. Pictures, objects, images or photographs can contribute to establishing a connection between the client and the goals he wants to achieve. How images can be used in Solution Focused Coaching will be the subject of this workshop as can be seen in the following example.



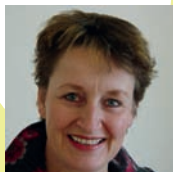
'When I look at this picture I see two people, holding each other. Strong arms, a solid base. Yet at the same time, there is a lot of open space between them. Room to move. At the front they are quite close together, supporting each other. On the other side it is more open, the world is allowed to come in. There is also tenderness. It is not completely round, not everything is smooth. That makes it even more beautiful to me. This is how I would like my relationship to be.'

Images can have various functions. They can help you to find the right words, to make things more concrete. They can provide boundaries and a context, can symbolize what

you experience, think or feel, establish anchoring and can help to visualize the present situation and the desired situation.

The exercises in this workshop make the participants aware of the fact that:

- one image can evoke various interpretations
- everybody has his own unique interpretation
- small changes can lead to big changes
- associating on the image can help you discover new possibilities



Leontine van Schie

## Workshop: Achieve More and Stress Less, Solutions Focused Personal Effectiveness

Presenter: Shakya Kumara

Place and time: De Kuip, friday 15 may 2009 at 14:30 hour

### Do More and Stress Less

- Do you always feel totally in control of all the things you have to do?
- Do you find it easy to relax at put things down at the end of every working day?

If so, you don't need this workshop! But if you'd like to be more on top of your work and feel freer and more energized – this could be for you!

Participants in this “Do More and Stress Less” workshop learn three things:

1. their own natural way to be more productive and less stressed
2. the new iFLOW model for enjoyable productivity
3. David Allen's GTD (“Getting Things Done”) system for “clearing your in-tray” - the first step in creating the ‘space’ you need for easy effectiveness.

These workshops are based around participative exercises in varied formats – people always seem to have a lot of fun!



Shakya Kumara

## Workshop: Speaking – the silver, silence – the gold

Presenter: Kamila Nováková

Place and time: Sjans, friday 15 may 2009 at 14:30 hour

### Workshop summary

As consultants or coaches we sometimes might be tempted to behave as experts and give our clients advices, judgments and stuff that's not wanted or not useful... If you would like to learn how to avoid taking the expert's position, just come along.

The workshop is designed for those, who:

- are fond of the non-expert (or not-knowing) approach
- would like to reflect on their own way of working

Left-brained people might adopt an easy-to-follow algorithm, which will help them to gain more while doing less (if they are ready for such a revolutionary shift of mindset!).

### About the presenter

Mgr. Kamila Nováková graduated on Adult Education & Personnel Management at Faculty of Arts and Philosophy of Charles University in Prague. During her studies she focused on issues of modern management and organizational development through development of HR.

She has finished further training on "Systemic approach to clients, helping and own professional role" (1997-2000), certificated training SF Professional (2007-2008), and was educated in using of diagnostic methods relevant for career counselling as well (2005).

She concentrates on developing of the Solutions Focused approach, working as free-lancing counsellor and trainer. Joining international professional community Solutions in Organizations Link up (SOL) she established cooperation with partners from several European countries. To help Czech professionals keep in touch with leading ideas of the Solution Focused approach she founded web-based platform S-Forum ([www.sforum.ning.com](http://www.sforum.ning.com)) where are published actual materials on SF in Czech translation.



Kamila Nováková

## Workshop: Ethnography as Needs Analysis

Presenter: David Weber

Place and time: Proeflokaal, friday 15 may 2009 at 14:30 hour

The basis of ethnographic research is the simple human activity of entering a specific milieu (e.g., a city, a cultural setting, an organization, a neighborhood), paying attention to what is going on around you, listening to what people are saying to one another, asking a few people in the milieu what they are thinking and feeling, and perhaps inspecting an almost infinite number of objects unique to that milieu.

Ethnographic research of a more formal nature begins with those tasks, but involves particularly careful and systematic information-gathering. The goal of formal ethnographic research is interpret what is important or meaningful to members of the milieu, and present that interpretation to others, and often to the members themselves.

Consultants often rely heavily on surveys or interviews to understand the client's needs. Also, a consultant may use finely-tuned intuitive insight to "get" what's going on with a client. Indeed, time constraints or client policies may prevent the consultant from "hanging out" in the organization. Yet as useful as surveys or intuition are in helping a consultant serve a client, and as forbidding as policies may seem, the complexity of an organizational setting may require a consultant to more rigorously observe, evaluate and make sense of a client's world.

So when permitted, intentional and robust ethnographic-style investigation will enhance any needs assessment procedures. The methods and perspectives used by an ethnographer are precisely suited to the needs of a solution-focus consultant who wants to assess the needs of a client. In this workshop, therefore, methods for organizational ethnography will be introduced and framed in terms of how the SF consultant may use them to more fully understand and report what client needs stand out.



David Weber

## Plenaries on Saturday

### Plenary: **Label your Colleagues**

Hosts: Jesper Christiansen & Diederik van der Mast  
Place and time: Church on Saturday at 9.15



Jesper Christiansen



Diederik van der Mast

### Plenary: **Work in Progress**

Host: Louis Cauffman  
Place and time: Church on Saturday at 9.45

Participants on stage:

Dorothea Brandin  
Jose de Ruyter  
Doris Regele  
Martin van Gogh  
Monika Houck  
Johan van Praet



Louis Cauffman

# Workshop Locations Saturday

location	Slot 3: 11.00	Slot 4: 12.15	Slot 5: 16.00
<b>Sjans</b> Dorpsstraat 31 60 á 70 participants	<b>SF Protocols as Darwinian search algorithms</b> Paolo Terni	<b>A solution focused organisation</b> Fredrike Bannink & Peter Stam	<b>The Méthode Ressayé</b> Jean-Claude Ben Ezra
<b>Proeflokaal</b> Dorpsstraat 23 25 á 30 part.	<b>Meetings &amp; Dialogue: increasing self-organization</b> Marianne Inghels & Jolien Slavenburg	<b>Positive Action Learning: SF based Action Learning to achieve team goals</b> Makoto Max Watanabe	<b>SF and Spiral Dynamics as mutual-ly empowering duo</b> Armin Sieber; max 25 part.
<b>Le Berry</b> Dorpsstraat 3 80 á 100 p.	<b>"It's rude not to introduce yourself..."</b> Mark McKergow & Kirsten Dierolf	<b>Connecting at the Heart of Resilience and Solution Focus</b> Anton Stellamans & Liselotte Baeijaert	<b>Using Forward Moving Forces in surfing and coaching</b> Peter Szabo, max 50 part.
<b>Bilder</b> Dorpsstraat 7 50 a 70 part.	<b>Introducing a government initiative into schools successfully</b> Sue Young	<b>Human Dynamics: Finding solutions to improve the way we communicate</b> Linda Schlundt Bodien & Peter Dierkx, max 25 part.	<b>Thinking outside the box – in a box!</b> Skantze, Kennedy & Routh, max 25 part.
<b>Het Biervat</b> Dorpsstraat 18 50 á 60 part.	<b>To Hell (or to Heaven) with Management Solutions</b> Klaus Schenck max 30 part.	<b>More than tip /top/ bounce hit SF meets Inner game</b> Katalin Hankovszky; max 60 part.	<b>The tiniest success and valuing it is enough to create a Success Chain</b> Miyuki Tobe
<b>Talk of the Town</b> Dorpsstraat 74 60 á 80 part.	<b>Variations of (De Bono) 6-Hat-thinking modell as part of SF advisory Work</b> Peter Ziegler, max 30 part.	<b>The client, the boss, the wife and the lover: Using the system to enhance coaching impact</b> Janine Waldman & Paul Z. Jackson	<b>Accogliere: a Way to "Less is More"</b> Sue Likorish & Marco Matera
<b>De Kuip</b> Dorpsstraat 75 50 á 70 part.	<b>Sf Mediation: Keep the connection alive</b> Marike Smilde & Sabine van Waning, max 30 part.	<b>There are miracles behind every bush</b> Petra Mueller-Demary & Rita Klemmayer min 10 pers.	<b>Coaching and Feedback connect people</b> Kerstin Måhlberg & Maud Sjöblom



## workshops slot III

### Workshop: "It's rude not to introduce yourself..." How to say who we are to people from other traditions

Presenter: Mark McKergow & Kirsten Dierolf

Place and time: Le Berry, saturday 16 may 2009 at 11:00 hour

It seems like a good idea to make connections with people from other fields and traditions – especially ones which ay be related or may be interested in what we do. But this is not easy when our field is so difficult to characterise and define in the usual terms. This workshop will discuss both the need/desire to talk more widely, the challenges that the SF approach brings to this (at least in the eyes of some) and how we might say who we are on the public stage.

The SF approach is known for 'working with the client', 'using the clients language', 'being impressed with the client'... Is it possible that when we DO this when talking with people from other traditions they get the impression that we are simply agreeing with what they do, rather than advocating a radical and often very different stance? We want to talk about the differences between doing SF and talking about it, and examine how talking about it in different ways might be useful

Three benefits for the participants to take away from this workshop:

1. Talking about SF is not quite the same as doing it...and yet we want to be as congruent as possible
2. There are benefits to being able to talk about SF practice - as distinct from doing it
3. Talking to different groups might mean talking about it in different ways



Mark McKergow



Kirsten Dierolf

## Workshop: Meetings & Dialogue; increasing self-organization

Presenter: Marianne Inghels

Place and time: Proeflokaal, saturday 16 may 2009 at 11:00 hour

How to create real connection with all participants in a meeting and turn a traditional meeting into a solution focused meeting?

We would like to share an inspiring example of a train-the-trainer concept within a Dutch company of Stork Food Systems (1000 employees). This organization knows that a change in mind will create real opportunities for personal growth. Personal growth which will lead to organizational development. All initiatives to develop are based on the paradigm of the theory of Complexity (Chaos) and the transformation of "dolphi-nizing" the organization. In this context, the dolphin is related to terms like self-awareness, synergy, trust, openness, spirituality and mindfulness.

At Stork Food Systems Marianne supports a self-organizing team of facilitators. They consist of a group of 30 employees. Next to their daily work, they stimulate dialogue in meetings by observing and giving feedback in two meetings a month.

In this workshop at SOL 2009 we focus on the practical guidelines and recommendations on meeting and dialogue skills used within Stork. Beside this we share ideas about how to balance between those two (paradoxical?) factors: Spontaneous dialogue and structure. These insights will help you as a coach, manager or consultant in working with teams.

Your "take-away" in this workshop:

- A checklist to improve meetings within teams and organizations
- An inspiring example on how to improve business results by stimulating dialogue within a Dutch company
- Experiences in using guidelines in meetings to create self-organizing teams (and leaving those guidelines behind if no longer necessary)



Marianne Inghels

## Workshop: Introducing a government initiative into schools successfully

Presenter: Sue Young

Place and time: Bilder , saturday 16 may 2009 at 11:00 hour

Imagine yourself in a staff meeting where your manager informs you that over the next twelve months you are all expected to implement another national government initiative to improve your work. What would you expect the general response to be to this news? Are these feelings justified?

This workshop explores how government programmes can sometimes seem more like a burden to staff, rather than a benefit. We will consider why this is so, using the example of a government initiative in England to improve behaviour in primary schools, later extended to secondary schools.

In a deprived city authority, 28 primary schools started the behaviour improvement project in 2005. Although it was a typical, prescriptive programme, we were committed to introducing it in a solution focused way. Once this was done, the unwritten assumptions behind the original programme were radically transformed.

It was adapted to identify existing good practice and to enable school staff to articulate and engerise their own vision for their school operating at its best, with surprising and measurable results. We believed it would be more helpful to trust in the skills and strengths staff had already and capitalise on these, because actually, that's all they/we had to work with.... and they proved more than adequate!

Participants:

Consultants in education or public services & project managers working with multiple organisations.

What will be the benefit of this workshop to the participants?

Discuss introducing an initiative successfully across many separate organisations.

Gain increased confidence in applying a solution focused approach to a larger project.

Acknowledgement of the risks (and rewards) of staying solution focused.

Presentation with group activities and discussion.



Sue Young

## Workshop: SF protocols as Darwinian search algorithms

Presenter: Paolo Terni

Place and time: Sjans, saturday 16 may 2009 at 11:00 hour

One of the main tenets of Solution-Focused approaches is that the client is the expert. The SF practitioner is not the designer of a solution for the client, but rather he/she is a partner in exploring emergent solutions in the client's behavioral repertoire. This is analogous to a Darwinian process, where there is no designer and solution-space is explored repeatedly looking for what works and for what is better, even just a little bit. Exploring this connection further, we provide additional elements that point to a structural similarity between some Solution-Focused protocols and the basic Darwinian algorithm, suggesting a tentative answer to the question of what the theoretical foundations of Solution-Focused Practices could be.

Participants will have a chance to better understand, through play, the basic logic of Darwinian thinking and will be invited to join in a brainstorming session on the SF – evolutionary sciences connection and how to take it a step further.

This workshop is thought for everybody who is curious to explore the topic of why Solution-Focused approaches work.



Paolo Terni

## Workshop: "To Hell (or to Heaven?) with Management Solutions!"

Presenter: Klaus Schenck

Place and time: Het Biervat, saturday 16 may 2009 at 11:00 hour

Clients from management contexts don't look for some strange 'solution focused (SF) methodology', but rather for 'solutions for their perceived 'problems'! You may dislike that and wish for it to 'go to hell' – or welcome the 'heavenly' opportunity. Either way, for a consultant interested in offering the benefits of SF to a management clientele it is probably a prerequisite to be familiar with traditional management tools and 'jargon', and to know how 'classical SF'-tools can be renamed, or modified where necessary, to fit to the background as well as to the perceived needs of his customer-to-be. Sometimes SF is best applied when it is not called SF...

SF-related tools do exist already or could be invented easily. To map company skills to market needs (SWOT) the "solution matrix" from CORFU can be applied. A management heuristics like the PDCA-cycle can be SF'd with Bergmann's "Solution Cycle", Michael Hjerth's "PLUS" or Coert Visser's "POWERS". The "fishbone" mutates into a "wishbone" and the "FMEA" into "SMEA" (success modes and effects analysis). Toyota's "5-why" converts into a more future-oriented "5-what-for" - or culminates in the good old miracle question. Project "milestones" are reflected in "steps of the scale" and the search for scapegoats "deteriorates" into Ben Furman's "positive paranoia" ...

The workshop is supposed to collect (or modify, or invent, or ...?) more tools from both worlds, and brief descriptions of how they work and what they can be useful for. One outcome might be an expanded list matching the tools in pairs, for easy comparison as well as for "translating" them from one jargon into the other. That list could be published in the conference proceedings or on the SOLworld-website for others to utilize whatever benefit it might offer. By this, the workshop would provide additional connections even to those who couldn't participate!

Three benefits for the participants to take away from this workshop:

1. I'd hope for the participants to become more "fluent in managerese" without having to sacrifice their SF attitude, which might help in acquisition of clients from management contexts not familiar with SF
2. The workshop might offer new tools, or new uses for existing tools to better equip SF counsellors' tool-boxes - under different "brand names" ...
3. Some learnings about the benefits of shifting between "jargons" and sharing lots of laughter might emerge, too ...



Klaus Schenck

## Workshop: solution focused ( SF) mediation: “ keep the connection alive”

Presenter: Marike Smilde & Sabine van Waning

Place and time: De Kuip, saturday 16 may 2009 at 11:00 hour

For whom:

This workshop is designed for mediators and coaches who want to extend their skills working on the recovery of connections of clients who are in conflict with each other, without looking for the cause of the conflict but to find what they want instead of the problem.

The difference between problem focused and solution focused mediation:

People in conflict often have a rather negative and long history before they start a mediation; they are full of emotions and they can hardly think of anything else.

In a problem focused mediation, the mediator joins in with this approach. He will start looking for the reasons of the negative feelings and analysing what happened in the past. This approach usually takes more time and blows up the difficulties.

The exploration phase in SF mediation is much shorter! SF mediators take the conflict as a start for the new beginning.

The SF mediator helps the clients to look to their future ; he helps them to consider of what they want instead of the problem: what difference would it make for them; what is in their interest! The clients have already the solutions within them; they are not already beware of that...

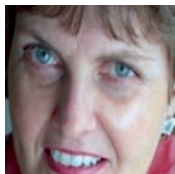
The energy of SF mediations is much more positive and encourages clients to do something different!

The SF model is not very easy at the start of a mediation. Clients have become used to talking about the problem for a long time. They are always inclined to keep talking about the past. They know exactly how stupid the other client is.

It calls for a special attitude and special skills to invite the clients to work on their future.

This workshop:

In this SF mediation workshop we focus on that SF attitude and practice SF techniques which can invite your clients to work on their future instead of staying in the past and suffer.



Marike Smilde



Sabine van Waning



## Workshop: "Variations of the 6-Hat-Thinking-Modell (E. De Bono) as part of the solutionfocused (advisory-) work"

Presenter: Peter Ziegler

Place and time: Talk of the Town, saturday 16 may 2009 at 11:00 hour

This Workshop will show the creative use and playful variations of this model –or elements thereof– for facilitating and strengthening of changing perspectives and clearance of resources in the solutionfocused work and advisory.

Whatever the reasons are: by "doing-something-else-and-helpful", the blockades may be dissolved or circumvented and thus a further step can be possible.

The „Something-Else“ can come intuitively out of the own fantasy and / or by using tools from "related" thinking models or elements of management-tools, which can complement and vary the standard process of a solutionfocused advisory. The 6-Hat-Thinking-Model is one of this tools. It can be used prevently or in special situations and it's possible to "play" with variations, modifying the tool more ore less, adapting it to the situation and the needs of the clients.

The workshop is designed especially for coaches, but everyone who works solution-focused and likes to insert variations and to „play“ with in his/her working manner dependent from different clients and situations– will enjoy it.

The benefit:

The Participants know about the original 6-Hat-Thinking-Model and some possibilities of variations. They are encouraged, animated / able to "translate", integrate and adapt the tool to their practise and their own way to work solutionoriented and to creat new variations of it.

To expect

The participants can expect short inputs / presentation in alternation with interactivity: take actively part at the WS, use the tools itsself during discussions and exchange of opinions and / or test/use the tool with parts of own cases.

Participants should like to "play" with tools, to variate and to transfer it and to suit it to their own working-manner.



Peter Ziegler

## Workshops slot IV

### **Workshop: The client, the boss, the wife and the lover: Using the system to enhance the impact of coaching**

Presenter: Janine Waldman & Paul Z. Jackson

Place and time: Talk of the Town, saturday 16 may 2009 at 12:15 hour

This lively session is for coaches, consultants, facilitators and managers who want to bring about change by putting the system to work.

Participants will learn how to make connections that reverberate through an organisational system, so as to get better results from their interventions.

It will be a participative hour, with activities, discussions and a sharing of cases from participants and The Solutions Focus consultancy (including examples from JLIS, Tate and Reading Council).

This will reveal to participants the workings of complex adaptive systems in ways that are accessible and applicable to their own work. We'll explore many ways of putting the system to work in order for consulting, coaching and training interventions to have more impact and better results. It's about getting the value of your work within the organisation recognised and articulated – and more.

You will take away tips and techniques to start using instantly to increase clients' successes and raise their profile. Managers in organisations will learn how to increase the value from their projects and initiatives by putting the system to work.

We'll explore how taking an interactive solutions-focused approach not only to the work that is done, but also to building client relationships, project planning and implementation is a highly appropriate and beneficial approach given the nature of organisations today.



Janine Waldman



Paul Z. Jackson

## Workshop: A solution focused organisation

Presenter: Fredrike Bannink & Peter Stam

Place and time: Sjans, saturday 16 may 2009 at 12:15 hour

A solution focused organisation is different from a problem focused organisation in which people work in a solution focused way. In a solution focused organisation everything is based on the two premises of the solution focused assumptions. We added a third premise that we find to be important in a solution focused organisation.

- If it works (better), keep on doing it
- If it does not work, stop and do something else
- If it works (better), teach it to each other and learn it from each other

The example of a solution focused organisation is Yorneo, a Youth Care Institution. Insoo Kim Berg once named Yorneo 'the most solution focused organisation in the world'.

Together with you we will explore the answers on the following questions:

1. How do we define a SF organisation and how is it possible to have a SF organisation without having the majority of the staff working SF?
2. What is the difference between leadership in a SF organisation and the leadership concepts that we know from mainstream literature?
3. What is there to be told about SF implementation?

This 60 minutes workshop aims at providing answers to these questions and giving further information about a solution focused organisation for directors and managers, working in profit and non-profit organisations.

You will also have the opportunity to help change one or two widely used management tools into solution focused management tools, to be used in a solution focused organisation.

We hope to meet you too!



Fredrike Bannink



Peter Stam

## Workshop: Connection at the heart of Resilience and Solution Focus

Presenter: Anton Stellamans & Liselotte Baeijaert

Place and time: Le Berry, saturday 16 may 2009 at 12:15 hour

In this lively and highly interactive workshop you will be invited to discover “connection” at the heart of Resilience and Solution Focus.

Making a useful and nurturing connection with others and yourself requires an attitude of not knowing or judging what is, and being curious about what’s better. Sometimes it is hard to make this connection because we have prejudices and routines and we hear what we want to hear or we stick to what we know. Connecting and deep listening require courage, not knowing and constant re-shaping of how we think, how we behave and who we are.

In the workshop, we want to find out with you what connection means in your work and life. We let you discover how you connect in the best possible way to others, to yourself and to life as a whole. You might come to realize how connecting has brought you where you are and how you can connect even more to who you want to be in your life.

This workshop is for:

Every professional who is working and cooperating with clients, colleagues or staff who wants to focus on the meaning and power of connecting well to what is and what is possible.

What we will do:

We want to inspire you with some thoughts about connection for both resilience and solution focus. Of course we are curious to find out which new ideas will emerge from this exchange. Finally, we will invite you to participate in a highly interactive Solution Focused coaching exercise about the power and consequences of connecting well.

Your benefits:

- Have a valuable connection with other SF participants,
- Benefit from the skilled coaching from other SF participants, leading to a personal action plan for a better connection with yourself, others and your life goal
- Getting to know a great team building activity about connection
- See new links between SF, resilience and connection
- Feel energized and have fun
- Surprise!



Anton Stellamans



Liselotte Baeijaert

## Workshop: Human Dynamics® Finding solutions to improve the way we communicate

Presenter: Linda Schlundt Bodien & Peter Dierkx

Place and time: Bilder , saturday 16 may 2009 at 12:15 hour

Human Dynamics® offers information about the way in which people communicate. This concerns not so much the learning of communication techniques, but primarily to obtain insight in different communicational- and relational needs of people.

The philosophy of Human Dynamics is based on three personality dynamics (or principles):

1. The mental
2. The emotional (or relational)
3. The physical (or practical)

These three principles are communicational- and relational needs of every human being, but the way- and the form in which these needs manifest themselves, differs. To MHR, Human Dynamics is not so much to “friendly categorise” people, but all the more a way of looking at people and (in our experience) a useful way by which people can progress in their own development. Speaking of “Connections”,.....MHR stands for Solution Focus & Human Dynamics®!

In this workshop we presume that participants are familiar with Solution Focus. Information will be presented about Human Dynamics®. Three short Swedish films will be shown. We will give examples of HD and SFC used by interim-managers. Participants will practice “making report” by making connection with the first personality dynamic.

Three benefits for the participants to take away from our workshop:

1. A “tool” that can help in making connection (“report”) with others.
2. An article Human Dynamics® and a handy card.
3. Laughs and recognition



Linda Schlundt Bodien



Peter Dierkx

## Workshop: More than tip/top/bounce hit - Sf meets Inner Game

Presenter: Katalin Hankovszky

Place and time: Het Biervat, saturday 16 may 2009 at 12:15 hour

For coaches, counsellors, managers and trainers to deal with their work at their best performance.

Experience with awareness and focussing of attention on critical variables  
experience with flow, challenge and choice in movements and coaching  
an easy way of supporting themselves in client situations

Inner Game is an early coaching approach to mobilise potential of clients towards a goal. Originally it occurred in sport coaching with impressive success: learners of several disciplines progressed with intriguing speed and fun. Elaborating critical variables for a certain activity and observing it while acting seemed to support learners more than giving instructions and following up on them. As an SF practitioner I can say yes to this way and treat the client as an expert.

The inventor Tim Gallwey himself contributed some remarkable organisational change projects with inner game principles and described the advantages of this approach in work-related context (The Inner Game of Work, 2001 Random House) One of his suggestions: "First we observe it. Changing we do later" reminds me the observation tasks in SF where careful attention so often shows the desired samples of the resources of our clients.

Back in time for ten years the first trials of integrating inner game and solution focus by some swiss coaches seemed logical, since solution focused coaching also addresses the awareness of clients and invites them to choose consciously, which aspects of the observable reality they would like to follow up on. Also trust on the potential of clients is a strong link between the approaches. To me inner game in my work supports my playfulness since it invites me to stay in the moment and focus on interesting aspects. Professionals who start using Inner Game can look forward to a useful light activity while coaching which helps to stay present (instead of judging the own performance or trying hard).

In the workshop you can count on the fun and insights of exercises/physical activities for experimenting with focus of attention. We'll carefully connect this experience to your working field with clients. You can look forward to some stories and examples on using inner game in a solution focused process.



Katalin Hankovszky

## Workshop: PAL (=Positive Action Learning) SF-based Action Learning to achieve team goals

Presenter: Makoto Max Watanabe

Place and time: Proeflokaal, saturday 16 may 2009 at 12:15 hour

This session is for

- Leaders who need to achieve team/project goals
- Consultants and Trainers who are aiming for high team performance for clients.

The benefits:

- You will know the method of activating team and achieving team/project goals by utilizing Solution Focus and Action Learning.
- You will have hints to develop SF-based team methods.

Action Learning:

Action Learning is an effective way to 1) solve real world problems, 2) develop leadership and 3) develop team and organization. Action Learning is good as long as people are talking on working systems or machines. However, Action Learning sometimes generates "pain" in a person's mind when it comes to people related problems, because this uses problem-focused methods.

### Positive Action Learning (PAL)

I have merged Solution Focus and Action Learning and named it as Positive Action Learning (PAL). Many good points of Action Learning were kept. The way to conduct session was changed.

"PAL is SF-based Action Learning to improve team discussion and increase performance in real world projects."

Developing PAL

I would like to share with you what is PAL, how PAL was developed, and why these addition and changes are made. I would like to discuss with you how Reflection Team and PAL can be used in the business situations.

Well Accepted

PAL has already been introduced in a large Japanese IT companies as a part of project manager training. The member's feedback has been very affirmative:

- "Now, our members know what to do together. We share common goals. The sense of team work has been really strengthened."
- "This is well designed method. I do not need to think much about designing the process of meeting. I just apply PAL and get very good results."



Makoto Max Watanabe

## Workshop: There are miracles behind every bush

Presenter: Petra Mueller-Demary & Rita Klemmayer  
Place and time: De Kuip, saturday 16 may 2009 at 12:15 hour

Solution Focus uses mainly the power of language (verbal and non-verbal expressions) to access our implicit knowledge and to discover new solutions. The scenic method of Systemic Structured Constellation (SySt) goes beyond verbal and nonverbal expressions by using our ability of representative perception and introduces transversality as a new dimension.

In this workshop we will discover the added value of connecting these two approaches.

Three benefits for the participant to take away from our workshop:

1. You will experience how certain rituals of SySt work expand the possibilities of SF
2. You will practice transverbal language to clarify situations and to generate new ideas
3. You will discover options how to integrate aspects of SySt into your Solution Focused work



Petra Mueller-Demary



Rita Klemmayer



## Activity Market

Time: Saturday 14.45

Location: De Hof, Gym, outside

Presenters:

### **Solution-Mapping: mapping and navigating through the universe of solutions**

Jorg Waldau

### **Connections to Clients: Taking them Seriously**

Horst Reisch & Kirsten Dierolf

### **The Dot**

Bert Garssen

### **SF Conversations with Children**

Katrien Schober en Rob van Kuijk

### **SF Games**

Jan Brinkman en José de Ruyter

### **Olympic Games 2012**

Bouke de Boer

### **Solution Focused Approach, natural learning, NLP, systemic work in a Dutch School**

Els Vonk

## Workshops slot V

### Workshop: Using forward moving forces in surfing and coaching

Presenter: Peter Szabo

Place and time: Le Berry, saturday 16 may 2009 at 16:00 hour

Connect with power of ocean waves. Learn from surfers, who expertly use a surfboard to stay at the surface and make best use of existing forward moving power of ocean waves. Ideally our venue will be the beachfront where we can observe the endless sea.

We will explore the metaphor of surfing while using mainly solution-focused scaling questions. We will transfer simple surfing principles into our solution-surfing conversations with clients and each other.

Expect to interactively experiment working in pairs and small groups:

- find the best wave to surf on
- catch a wave that heads towards the desired direction
- elegantly surf on strong forward moving powers
- let go in time and look out for next waves

Instead of a surfboard you will use a scaling board as your three dimensional tool. Instead of ocean waves you will use solution-focused scaling conversations along simple methods like multi-scaling and structured solution analysis. Apart from practical experiences there will be surfing stories and coaching stories and in bad weather there will be some elegant surfing videos projected in the background.

This workshop is for solution-focused practitioners who are longing to surf on solutions with more lightness and even less effort. It is suitable for SF beginners as well as old-timers. Your field of application can be coaching, training or organisational change. Reinforce yourself in going with the flow and flexibly adapting since every wave is different. And remember the best surfer is the one who has the most fun.



Peter Szabo

## Workshop: The Tiniest Success and Valuing it is Enough to Create a Success Chain

Presenter: Miyuki Tobe

Place and time: Het Biervat, saturday 16 may 2009 at 16:00 hour

What would you do, when you get a task from a client seeking “to improve communication in the field of production in two hours?”

This workshop is a presentation of a training case conducted last year for leaders in the production section of a manufacturer of car components. Due to their working conditions, a training session could take two hours at longest, although it was the first experience for them to take part in training for communication or leadership. Through four sessions of training in period of half a year, participated leaders have built various good relationships with and among other members by practicing small steps. This positive experience, which manifested as concrete change in member’s behaviour, gave leaders the resource of self-confidence. This self-confidence, then, became power for follow-up, and leaders actively exercised their abilities in the team communication after the training. Although client’s work is based on problem focused approach, by also utilising the problem focused approach of participants in the sessions, leaders could peacefully and effectively work on the training. To make good use of leaders’ problem focused approach and to contribute to their feeling of self-confidence or proud in their being, some devices were used, such as explaining grounds by deliberately using special knowledge. Besides, 1eaders empirically taught us that successful results could be created, even in a short-term training, by not simply applying skills such as scaling, but utilising SF basic philosophy or SF approach in it. I would like to share experiences of “Art and Power of SF” with many of you, trainers, consultants, those who work at human resource section of companies, coaches etc. I am really looking forward to seeing you at the workshop.

Premises on which this training was based on:

“All persons have already been doing their best. Increase your resources and extend your best. We already have the ability.”



Miyuki Tobe

## Workshop: The Méthode Rességuier

Presenter: Jean-Claude Ben Ezra

Place and time: Sjans, saturday 16 may 2009 at 16:00 hour

What is connection? How to be connected with others?  
In Coaching? In Training? In Councelling?

Oh yes ! you'll say : I know how to do it : I 'have learned how to do :  
Empathy is the key word ! ....Yes you're right !

And at the same time :

- Do you know that you can accentuate the Relation?
- Do you know that you can "touch" the person in her tissues?
- Do you know that you can revitalize their deep Energy?
- Perhaps you know that, but you don't know how to do it .....

The goal of the workshop is to sensibilyze about a Méthod which is yet used in Italian, Bresilian hospitals, at school in Switzerland, Italy,France during coaching, training, education ....

What is the Méthod in few words :

In any encounter the relation between people is never neutral :  
we can amplify the potential of the person.

It's possible to learn how to amplify the quality of his "présence" and to potentiate the vital forces of the person or the group.

The practical application of the Rességuier Method makes it possible to apprehend and look further into the effects of our posture on the behavior and the physiology of the accompanied person.

For Whom: coaches, trainers, educators, every person who is in relation with people...

What will you do differently after the workshop?

- You'll percieve the energy of others
- You will learn how to be present at oneself same and to the other
- You will start to weave the backdrop (which touches all that surrounds you)
- You will learn how to feel environment, the presence of the other/others
- You will experienced the presence to the group
- You will know how to avoid mentalising, how to be in its felt

The workshop will give place to a talk and exercises.



Jean-Claude Ben Ezra

## Workshop: Coaching and feedback connect people

Presenter: Kerstin Måhlberg & Maud Sjöblom

Place and time: De Kuip, Saturday 16 May 2009 at 16:00 hour

In Sweden, we have been using and teaching about Solution Focused Education to nurture both intellectual and emotional intelligence for the last twenty years. We believe it provides principles, teachers, school counselors and staff with a proactive way of working and thinking to reinforce positive behaviour in the classroom and in organization based on respect and collaboration that connects people with different qualification.

Many educational professionals across the world have been inspired anew by Insoo Kim Berg, Lee and Maggie Shilts' innovations in "classroom coaching" - a powerful way to help a whole class improve their behavior and indeed their whole learning experience.

When we attended the SFBTA conference in Los Angeles 2003, we met Michelle Liscio who told us about an exciting project she had started together with some of her colleagues in Florida. Two years later, we were invited to visit the school where we also met Lee and Maggie Shilts who started the project with Insoo Kim Berg. They had read and were very inspired by our book about Solution-Focused Education.

Since many schools in Sweden already make good use of elements of Lip, such as positive feedback, setting goals and scaling, we were inspired to take a further step and initiate the

Lip-Focus project. We decided to make a video to record the effect of the project.

In this workshop we will describe how we have successfully adjusted and extended this approach for our own schools, into what we call in Sweden "SFE-Focus".

SFE, stands for Solution Focus Education and Focus stands for, Feedback and Coaching to develop the School.

We will outline the main principles, using video clips from inside the classroom of a mainstream primary school, so you can watch an SFE-coach in action. You will see how pupils are encouraged towards success by establishing goals and scaling themselves to identify progress.

SFE-Focus is a Solution-Focused programme that:

- Highlights and reinforce the pupils' recourses and qualifications
- Helps teachers and the pupils' negotiating and setting common class goals
- Encouraging a positive working atmosphere in class

We would like to welcome everybody with connections to the school settings, everybody who likes to get feedback, everybody interested in negotiating goals, everybody enjoying seeing a Swedish Lip-coach in action.

Maud [www.sfeu4.org](http://www.sfeu4.org)



Kerstin Måhlberg & Maud Sjöblom

## Workshop: SF and Spiral Dynamics integral as a mutually empowering duo

Presenter: Armin Sieber

Place and time: Proefokaal, saturday 16 may 2009 at 16:00 hour

« "Spiral Dynamics integral" represents the culmination of forty years of research and development (...) and is a theory about what has been popularly called "value systems" or "levels of psychological existence". The net result is one of perhaps the three major breakthroughs in approaches to managing complexity – the other two being "systems" and "chaos" theory – of this century.

Different managerial minds arise out of different times. The fascinating dynamics of human systems emerge in a spiral-like form rather than a linear sequence or even cyclical pattern. These include the dynamics of change, leadership, complexity, alignment and integration.»

Ronnie Lessem, Reader in International Management  
City University Business School, London

This workshop is meant to give a comprehensive overview of Spiral Dynamics integral (SDi) and hopefully already offer an opportunity to create/find/exchange ideas about how to embed it in your toolbox.

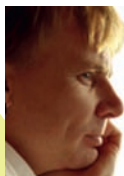
In this workshop you will

- actively explore the stages of the Spiral
- learn about change conditions and the variations of change
- look at the power that lies within the combination of SDi and SF, be it in executive coaching, O.D., education, your own personal development, ...
- have time to discover where and how you already apply SDi unknowingly

SDi reveals the hidden codes that shape human nature, create global diversities, and drive organizational change. It offers specific and helpful guidelines for contributing to better organizations, improving communication, more effective leadership, and enhanced interpersonal relations, based on how people – as individuals and groups – sense their worlds to be now, as well as on what they are likely to become next.

In my personal experience of applying the model, SDi adds the third dimension to the map of the evolving landscape of human and civilizational development – the map becomes a "relief" in both senses of the word – it helps me to make sense of what is going on.

Armin Sieber, managing director and headteacher of a private school in Switzerland, school-counsellor, coach and communication trainer (specialized in SF, Nonviolent Communication and Spiral Dynamics integral)



Armin Sieber

## Workshop: Accogliere: a Way to “Less is More”

Presenter: Sue Likorish & Marco Materas

Place and time: Talk of the Town, Saturday 16 May 2009 at 16:00 hour

This workshop is about the quality of ‘welcoming’ when we are working with people. We are focusing on the power of presence and connectedness in our work. We recognise the power of presence can overcome language barriers and bridge differences between us. We can reduce “less useful” misunderstandings of words, and improve “more useful” misunderstandings of heart and soul connection.

In Italian, “Accettare” and “Accogliere” have different meanings and different effects. Accettare is to accept with the mind. Accogliere means to welcome and accept with the heart. The Italians have a saying: “La mente mente” – “the mind lies”. If we stay silent – not using words - we can open a deeply welcoming heart channel. What will be different in the relationship if we do this? How will it improve the quality of our work, or the client’s experience?

This workshop is aimed at coaches, consultants and managers for whom the quality of the working relationship is important. It is suitable for all levels of experience. If you are open to simple and powerful human experiences, we invite you to come and play with us. This is an experiential and experimental workshop: there will be group activities and discussions to allow you to connect with your resources and each other.

We will work to support you to:

1. explore and improve your ability to connect fully with your clients – to bring less, and therefore more
2. learn some tools you can use in your work and share with others
3. smile, enjoy the experience and go away with a really warm, fuzzy feeling!



Sue Likorish



Marco Materas

## Workshop: Thinking outside the box – in a box!

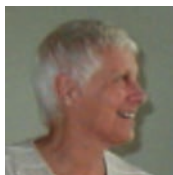
Presenter: Lina Skantze, Loraine Kennedy and Suzanne Aldis Routh  
Place and time: Bilder, saturday 16 may 2009 at 16:00 hour

How can art-based and fun activities unleash the potential of right brain/left brain and whole brain thinking and thereby contribute to positive change? We offer workshop participants an opportunity to explore how individuals and teams in organizations can face conventional wisdom, challenging taken-for-granted knowledge, and accept and recognise limitations, in order to escape or transcend them.

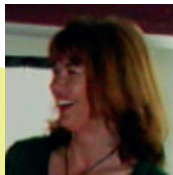
This workshop is designed for anyone who runs workshops, trainings, team building activities and would like a new perspective or approach; anyone who is interested in how playfulness and creativity can stimulate new connections, and anyone looking for a fun experience whilst learning at Texel.

We will introduce techniques that engage all brain processes, suggesting how to maximize our clients' potential when working with individuals as well as teams. Anyone participating in the workshop will have a chance to join in an activity designed to explore creativity, and they will hear what we have to share from a case study experience. Participants will have a chance to reflect on theoretical and practical connections between art, playfulness and linked ideas from neuro science and positive psychology. There will be opportunity to share, learn and develop deeper connections with peer learners. The workshop presents an opportunity of visual and practical stimulation: movement and fun!

We expect our participants to join in, have fun, be open-minded and experimental. They will benefit the most if they are willing to reflect and share their perceptions of the learning from the activities and to continue to share ideas on expanding the activities and their different applications.



Loraine Kennedy



Lina Skantze



Suzanne Aldis Routh





## SF practise on Texel

Being an island, it has always been necessary for Texelers to survive by practising the basic rules of the Solution Focused theory.

*If something works do more of it.*

Texelers did understand this a long time ago. To polder water into land is was essential to communicate with each other and come up with a common plan for a first project. And if that worked, they did it again. North of De Koog, Texel is built up of three polders, almost 100 years old that are still very good for agriculture.

*If something works share it with others*

Creating a polder is only possible by sharing insights and experience with others. Working together, set clear goals and create a safe area to live is the essence of living behind the dunes. The same is true for the whole population of Texel. Living on an island means being dependent: people need each other. Let that be an inspiration to our SOL-conference, and practice so. Lets look for what works and share.

The conference theme you can recognise in the connections Texel makes with the world outside. Many thousands of tourists visit the island every year. So, connections prove to be an energy well. Texelers do so on their own way: they find practical solutions for every upcoming problem. And they always practise: "If it is not broken, don't fix it." In their language you can hear them say: "Act normal, that's more than enough" or "Stay with both your feet on the ground" and, when someone is in a hurry: "The last boat departs for everyone on the same time."

Texelers are down to earth and solution focused in their connection to the sea. At the beach they find all sorts of things, useful for daily life: whole houses are built with the "jutters-wood" found at the beach. Party's were given because of the bottles of wine were found on the beach. Some even watch televisions that were "given" by the sea. There goes a story of a deceased fisherman that had to be buried by Texelers. So they did, but not after pulling out some golden teeth!

So, SOL-mates, feel at home at Texel with the practical solutions of today.



## Texel in shortcut

Dear SOL-mates, you have made it to Texel. On the boat, you have been welcomed by a swarm of mosquitos (Brugues connection!). A heartily welcome to all of you.

Texel and SOL: a wonderful combination. Texel is “the small Netherlands”: different landscapes like dunes, heide, woods, polders, beach, grasslands and small hills. Our SOL-conferences always show great variety of content and are as colourful as the landscape of Texel. We hope you will get an impression of the island and it’s diversity. The best way to do so is by bike or on foot.

You will find small sheds for sheep; a place to hide for the characteristic sheep of Texel: the 60.000 Tesselaars. Birds, everywhere birds: about 300 different species of birds, often migrating coming together on this island and swarming to the North or South using the swarming rules:

- fly as speedy as your neighbour
- always move to the centre
- fly into your neighbour

A visit to Texel without a visit to the beach is not thinkable at all. The 30 kilometre strip of sand from south to north. A lot of opportunity to walk, to meditate, to watch the birds, to watch the sunset. Chances to look at your future, or simply daydreaming after a day at SOL.



## Texel and connections: a historical view.

The choice of the theme and location for this SOL-conference was not an accident. This island is the centre of meeting and good-bye, like in the past and at present times. Connection between people, cultures, continents was started on Texel.

The harbour of Texel was the place where all boats set sail to the oceans. Holland was, in the period of 1550 until 1795 a big trade-nation, looking for connections with a lot of unknown countries, all over the world. Discovery travels to Asia and Australia started from Amsterdam to Texel, waiting there for the right wind to cross the Waddenzee. The VOC reigned the waves for about 200 years trading Holland to Asia, China, Japan and Indonesia: multinational and multicultural. They practiced the solution rule "If something works, do more of it"

This waiting sometimes took a very long time. This time the sailorman used to buy sheep and pigs, being the food for the long travel. Also taking fresh water, water from the "Wezenputten" on Texel was well known for its clarity and taste.

Waiting and timing was essential: no hurry at all: (if you want to go fast, go slow). While waiting, the boatsmen met a lot of Texelers; they made connections: strange boatsmen and island inhabitants: nice mixtures appeared sometimes!

Maybe less well known, but on board of the ships there also were a lot of meetings between individuals and between cultures: Dutchmen, Germans, Belgians, Scandinavians, Estonians, and Latvians, Polish: every ship was a place of connections. Anything new under the sun?

Connections make the world smaller and bring people together. It all started on Texel, a long time ago.



## Basic rules and misperceptions in the connection with dutch people

Texelers are an underspecies of a very special folk: the Dutchmen. Visitors from other countries often wander about the rules and habits of Dutchmen and in this case Texelers.

Maybe our conference guests will get to know some of those misunderstandings. We will discuss some of them here.

One cookie.

Dutchman are zuinig, sometimes like Scotsmen! When you come to visit and drink coffee, you will only get one cookie. The box will be closed after one cookie. And... it is not allowed to open the box yourself to get another one! That would be very rude. Please, reset your mind and view this one cookie as a sign of hospitality.

Kissing.

When friends meet, its normal to kiss each other three times: to start on the right cheek. Unfortunately, it is not clear whether it's OK or not to start kissing. Please find your own way, but be careful.

Smoking a joint

Every Dutchman smokes weed and in every town (or village) there will be a coffee-shop where you can buy the weed. Indeed, weed is smoked in Holland, but... no more then in France or the USA and most other countries. A typical Dutch solution has been found to deal with this phenomenon: for your own use you are allowed to have some grams of weed in your pocket and even buy so. At the same time it is prohibited. What a contrary. We call it GEDOGEN (no translation in English). In short: You are allowed to smoke a sticky, but..., the police do not want to know it

Dutch treat

"Double Dutch", in the English language this is not a compliment for the Dutch. The term goes back to historical events where the English lost from the Dutch (sea battle, war, marketing in the world). Certainly at Texel, hospitality and connection to visitors is normal.













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14-17 May 2009

Notebook

SOLO  
TEXEL 09

