

## Your trainers

### KIRSTEN DIEROLF, M.A., PCC

President of the Association for the Quality Development of Solution Focused Consulting and Training



Kirsten Dierolf

Owner and founder of solutionsacademy. Kirsten designs and delivers training and development programs, change management initiatives mainly for global corporations. Her main focus points are leadership

development, team coaching, conflict management and intercultural management. She also coaches executives of Fortune 500 companies. She studied Solution Focus with Insoo Kim Berg and Steve de Shazer, Peter Szabo, Louis Cauffman and Mark McKergow. Kirsten has 3 beautiful sons and two very naughty tomcats who live with her in Friedrichsdorf.

### INGRID REISCH, DIPL. PSYCH. UNIV.



Ingrid Reisch

Ingrid started to study Solution Focus in 1994 with Steve de Shazer and Insoo Kim Berg. She was an internal HR Manager at that time and already had many years of experience in management and leadership development.

Using the solution focused approach in coaching, teamcoachings and change management is a fantastic way to cooperate with the unique competencies and potentials of people and still being persistent, target oriented and a bit fun. The participants in sf-trainings can work intensively on their own questions and targets right from the beginning of the training. They create solutions together and learn to use Solution Focused questions and thinking in their daily lives. The participants learn more about their own competencies and develop solutions which can be implemented immediately.

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## Module 3: "Solution Focused Leadership and Management" 9-11 June 2010 near Frankfurt, Germany

- Being a leader / being a coach
- Solution Focused target setting
- Conflict resolution – mediation
- Solution Focused meetings
- Solution Focused project management

### OUR HIGHLIGHTS

Videoconferences with business leaders who are using the Solution Focused approach in their daily business life or an expert of the group's choice.

### Organisation

The three modules can be booked at a package price of 4800 Euros plus German VAT (if invoiced to a German company or individual)

The modules can also be booked individually at a price of 1750 Euros plus German VAT each. For modules 2 and 3 you need a good basis in Solution Focused coaching. It would be good to have a quick telephone call with us to make sure you don't miss anything.

The location is about 30 minutes by taxi from Frankfurt airport in the Taunus Mountains in Friedrichsdorf: <http://www.agrinet.de/hlh>  
Simple, yet comfortable hotel rooms are available at low cost (around 70 Euros per night).

### Contact

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# Focus on Solutions in Business: A Round Trip in Three Modules

MODULE 1: 13-15 January 2010

"Basics in Solution Focused Coaching"

MODULE 2: 17-19 March 2010

"Solution Focused Team  
Coaching and Organisational  
Development / Change Management"

MODULE 3: 9-11 June 2010

"Solution Focused  
Leadership and Management"



Location:

Friedrichsdorf  
near Frankfurt

## Focus on Solutions in Business: A Round Trip in Three Modules

**Solution Focus is flying with the winds of change. Our simplicity and efficiency is exactly what is needed in the current economic environment. Give yourself and your career a boost with our intensive training program in the manifold uses of Solution Focus in organisations.**

Use your time and energy to focus on creative solutions for your business – once you know which way to go, the cause of your problems becomes unimportant. In the Solution Focused approach, you find out how you or your customers will notice when an issue has been solved, when your business has become more successful, more customer-oriented, more profitable. You learn to describe your solution or desired future in concrete terms. This enables you to design the next steps toward where you want to go very easily. In Solution Focus we do not oversimplify complexity – we find a solution that fits exactly into the complex environment that we all live in.

### What you will learn

Our training program will enable you to support your people (be it customers or reports) through coaching, team coaching, organisational development and change management programs. In the module on leadership and management you will learn how to increase your efficiency and people management skills at the same time.

### Who should participate

This training is mainly geared toward people with a number of years of experience in an organisational environment:

- 👤 managers and leaders
- 👤 consultants
- 👤 trainers
- 👤 organisational developers
- 👤 coaches and team coaches

### How the training is run

There are three modules from January to July. They are all supported by videoconferences with internationally renowned trainers and experts in using Solution Focus in organisations.

Ingrid Reisch and Kirsten Dierolf have successfully run a similar program in German for the last three years.

#### TRAINING METHODS

- 👤 Solution Focused teaching
- 👤 Theoretical input
- 👤 Exercises
- 👤 Small groups
- 👤 Supervision of cases
- 👤 Coaching with live-clients

#### Module 1: “Basics in Solution Focused Coaching” 13-15 January 2010 near Frankfurt, Germany

- 👤 Solution Focused Tools (exceptions, scaling, miracle question, solution focused listening, well formed goals)
- 👤 The effects of Solution Focused compliments
- 👤 The theory of the approach without theory: basic assumptions of Solution Focus
- 👤 Coaching: Clarifying the contract, coachee / company
- 👤 First and following coaching sessions
- 👤 Combination with other methods desired by the customer (eg. MBTI, 360 degree feedback, etc.)

#### OUR HIGHLIGHTS

**Peter Szabó**, MCC is founder and coach at solution-surfers in Basel. He specializes in Solution Focused brief coaching. He has trained more than 400 coaches in his coaching school. He gives workshops and post-graduate seminars on coaching at several European universities. Peter works with individual clients as well as with whole organisations on management and life topics. He co-authored the first book on Solution Focused brief coaching with Insoo Kim Berg, the founder of the Solution Focused approach, “Brief Coaching for Lasting Solutions”.

#### Module 2: “Solution Focused Team Coaching and Organisational Development / Change Management” 17-19 March 2010 near Frankfurt, Germany

- 👤 Clarification of contract and mandate (leadership / management / coaching)
- 👤 Different constellations between team and leader
- 👤 Solution Focused designs for team interventions
- 👤 Solution Focused conflict management in teams
- 👤 Solution Focused change processes
- 👤 Solution Focused organisational development (different methods)
- 👤 Combination with other methods desired by the customer (e.g. open space, world café, round table, focus groups, etc.)

#### OUR HIGHLIGHTS

**Alan Kay**, Principal of The Glasgow Group, is a management consultant in corporate strategy, operational planning, and enterprise brand strategy and implementation. Formerly managing director of an advertising business, his consulting practice counts some of Canada's largest organizations among its clients. His work is widely influenced by Solution Focus which speeds up strategic and human change in sustainable ways, particularly towards the customer. Alan also teaches solution focus management to executive development students at the Schulich School of Business, York University.



Peter Szabó



Alan Kay