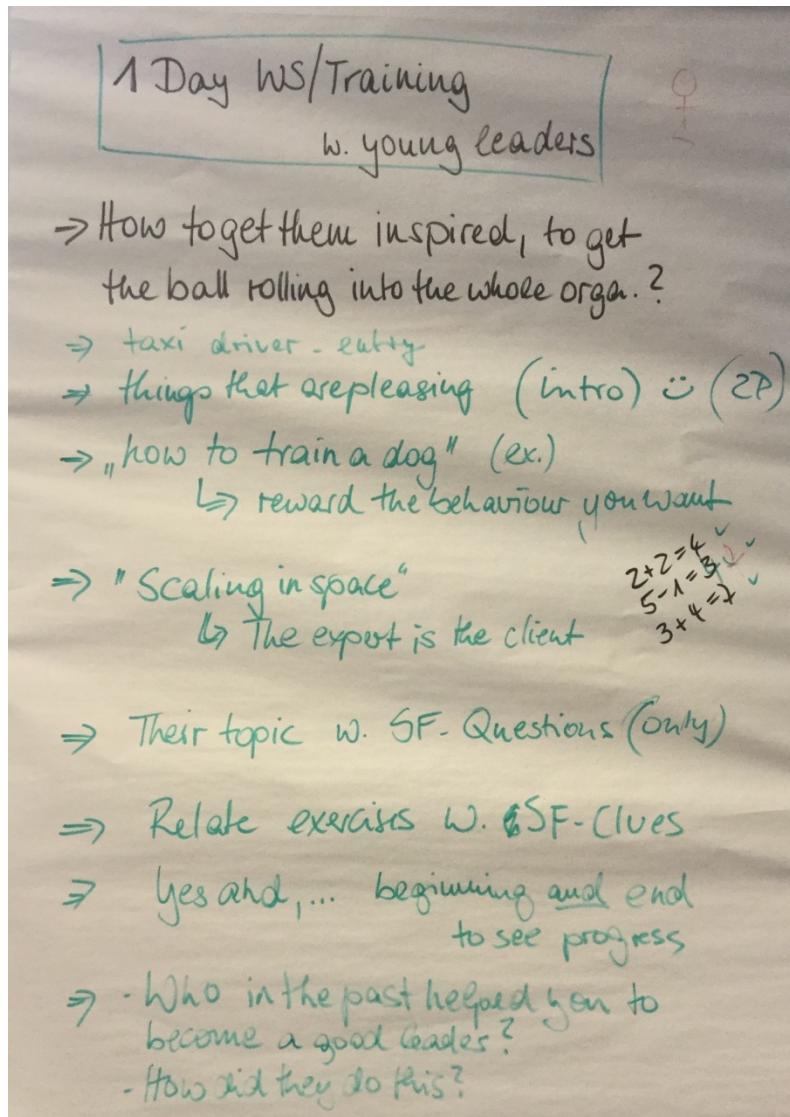


How to infect trainees to make training go large scale



Topic

What is important when designing an **SF Workshop for young leaders** of a big discounter?

Goal

"Infect" the participants during the planned one-day-workshops in a way that they will spread the word and we can enroll into the large-scale organization worldwide.

History

The discounter has already a management guideline book in place, that is the "bible" for all leaders in the organization. Unfortunately it is rather problem focused, which the HR department wants to change slowly. Therefore we planned 9 workshops on "Solutions Focus - a new impulse for leadership."

Ideas

- **Opener:** Taxi Driver example

What does a taxi driver asks you first: Where to?

Why not “Where from?”

First question only leads him to where you want to be (SF)



- Give them a chance to feel good right in the beginning.

Introduction: Two people interview each other, incl. names, function and something they remember went really well in their area of responsibility recently. Then share with the group.

- **How to train a dog** (Paul) ➡ Reward for behavior you want!

Exercise: Someone is the “dog”. Instruct him/her to leave the room and when coming back he/she needs to guess what the group wants him/her to do. The group will make a sound (hmmm). When the dog is on the right track/gets closer the group will be louder (reward good behavior), if on a wrong track the group softens the noise.

- **Scaling in space** (Andrew) ➡ Show that the “client” is the expert (not knowing about the problem)

Exercise: Ask participants to think of something that they are struggling with and they would like to be able to cope better with. Ask them to imagine a scale from 1-10 somewhere in the room and ask to stand at a number where they think they are in terms of “how confident are you ...” Look around and find someone who is standing close to you and ask each other some SF-questions (project on a slide). Move back to the scale and place again. Find someone else close by and ask again SF questions.

- Relate all exercises to **SF-clues**
- **Exercise:** “Yes, and ...” ➡ to show progress

Do exercise in the beginning AND at the end of the workshop.

- **SF questions** i.e. ➡ look for resources
 - Who in the past helped you to become a good leader?
 - How did they do this?

With thanks for note writing to: Monika Jacobi