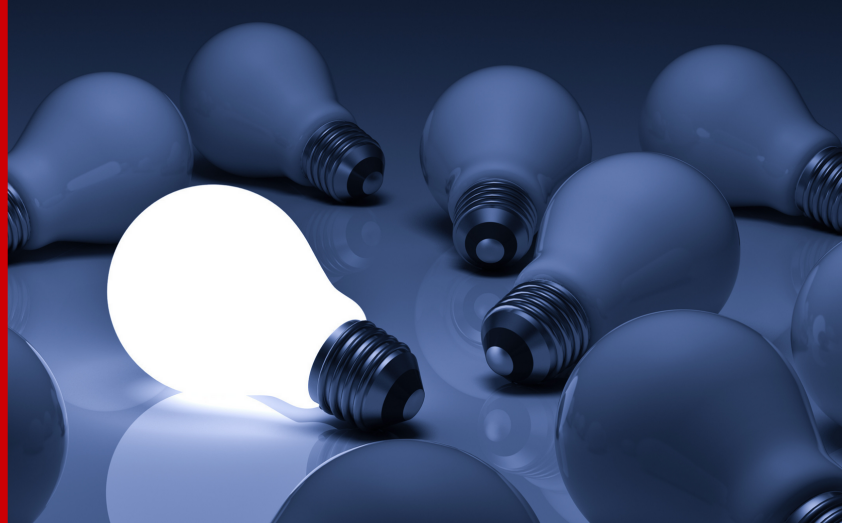


SOLUTION FOCUSED LEADERSHIP

Skills for Effective Organisations



These are tough times for every organisation. Fear and uncertainty are running wild, in homes and workplaces alike. Most managers (like you, perhaps) are operating in difficult and sometimes unfamiliar territory. COVID19 has caused substantial increased demand for community services putting more pressure on a sector that was already facing significant challenges. How should people be managed when fear is in the air, confidence is slipping, demand is rising and the road ahead will be rough?

The Solution Focused Leadership approach focuses on solutions rather than concentrating on how to solve the problem, meaning your organisation's time and focus is spent on developing action steps towards solutions or your clients' improved outcomes. Sounds simple yet too many organisations are driven by focusing on: what is wrong and how to fix it? Solution Focused organisations enhance social power and cooperation to build a culture of strengths based practice, that separates the health inside the team from the challenges outside.

This workshop is about outcomes - how we construct them, how we achieve them and how we can lead others to make better ones. Managers and supervisors will explore evidence and develop skills in:

- What are improved client outcomes and when it happens how will we know?
- Solutions v problems: how the fundamental shift from "problem-driven" to "solution-focused" can dramatically change the performance of individuals and organisations
- Solution focused roles: core attributes all supervisors/ managers/ coaches need in a challenging workforce
- Creating culture : the use of social power and motivation, focusing on what is working and how to do more of it
- Goal setting: increasing employees' solution focused decision-making, judgment and strengths
- Scaling up: solution focused conversations with individuals and teams
- Building up: solution focused performance appraisal and disciplinary action

The Solution Focused Leadership approach simply and easily integrates into your existing management and supervision structure, to create a culture of motivation, focusing on what is working and how to do more of it. Solution Focused Leadership develops organisations, teams and leaders into experts in what works.



Michael Durrant is Australia's leading international Solution Focused Brief Therapy trainer. He is a psychologist and director of the Brief Therapy Institute of Sydney, Founding President of the Australasian Association for Solution-Focused Brief Therapy, Honorary Associate in the Faculty of Education and Social Work - University of Sydney, He has published four books and numerous articles, particularly on the application of Solution-Focused interventions in school and mental health contexts. Michael's vast knowledge in this area, when combined with his interactive and engaging teaching style and thoughtful use of case study material, mean that these workshops will be extremely useful for all frontline mental health professionals.