

Thism's Introduction To...

Solutions Focus

'The art of being wise is the art of knowing what to overlook' - William James

Frequently, analysis of an individual, team or organisation can get bogged down in detail and negativity. But by building on the positive, it is possible to find new openings for success and implement strategic change which will generate positive momentum and add considerable commercial value.

To this end Thism often employs a 'Solutions Focus' approach. This well-founded and global practice reflects a positive and pragmatic approach to change. In not dwelling on problems or their causes, but building on positive forces of what is currently going well, it offers a means of progression at all levels. It works as a powerful tool for harnessing the knowledge of groups in a workshop setting and for helping to set an individual's future action agenda in a one-to-one coaching session.

Solutions Focus offers a means to identify a solution that exists yet often fails to get recognised. Its philosophy is one rooted in appreciative enquiry – in other words, accentuating the positive and eliminating the negative, building a critical mass of positive activity that moves people and projects forward. In practical terms, this means:

- Don't fix what isn't broken
- Stop doing what doesn't work, and do something else
- Discover what is working and do more of it

Traditional consultancy tends to reflect a doctor-patient relationship, where diagnosis reveals a problem to be solved. With Solutions Focus based consulting, however, the focus is not on the problem but on the solution, with Thism and the client working collaboratively in order to achieve strategic goals via the optimisation of existing client strengths.