



# Get Coaching with a Solutions Focus

How to Shift Your Staff  
and Clients from  
Having Potential to  
Delivering Results



**the solutions**  
**focus** 

simplicity in a complex world

# The challenge

Do you have people working for you who are not reaching their potential?

You know they've got the ability, but they still need help. Whatever you've tried so far hasn't seemed to work - maybe it's time for a change in approach...

We've found that a pragmatic approach of helping individuals and teams to access previous successes and re-apply their skills towards achieving high performance is the key to a turbo-charged way forward.



Paul Z Jackson

The work of **Paul Z Jackson** and **Janine Waldman** from the UK provides you with a simple framework to help your staff to be absolutely clear about what they really want to change and be 100% empowered to focus on actions that are most likely to work.

Paul and Janine apply their decades of experience in coaching and organisational development across the globe using the Solutions Focus model to bring positive change and implement constructive and resourceful ways of working.



Janine Waldman

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**“Problem talk  
creates problems,  
solutions talk  
creates solutions”**

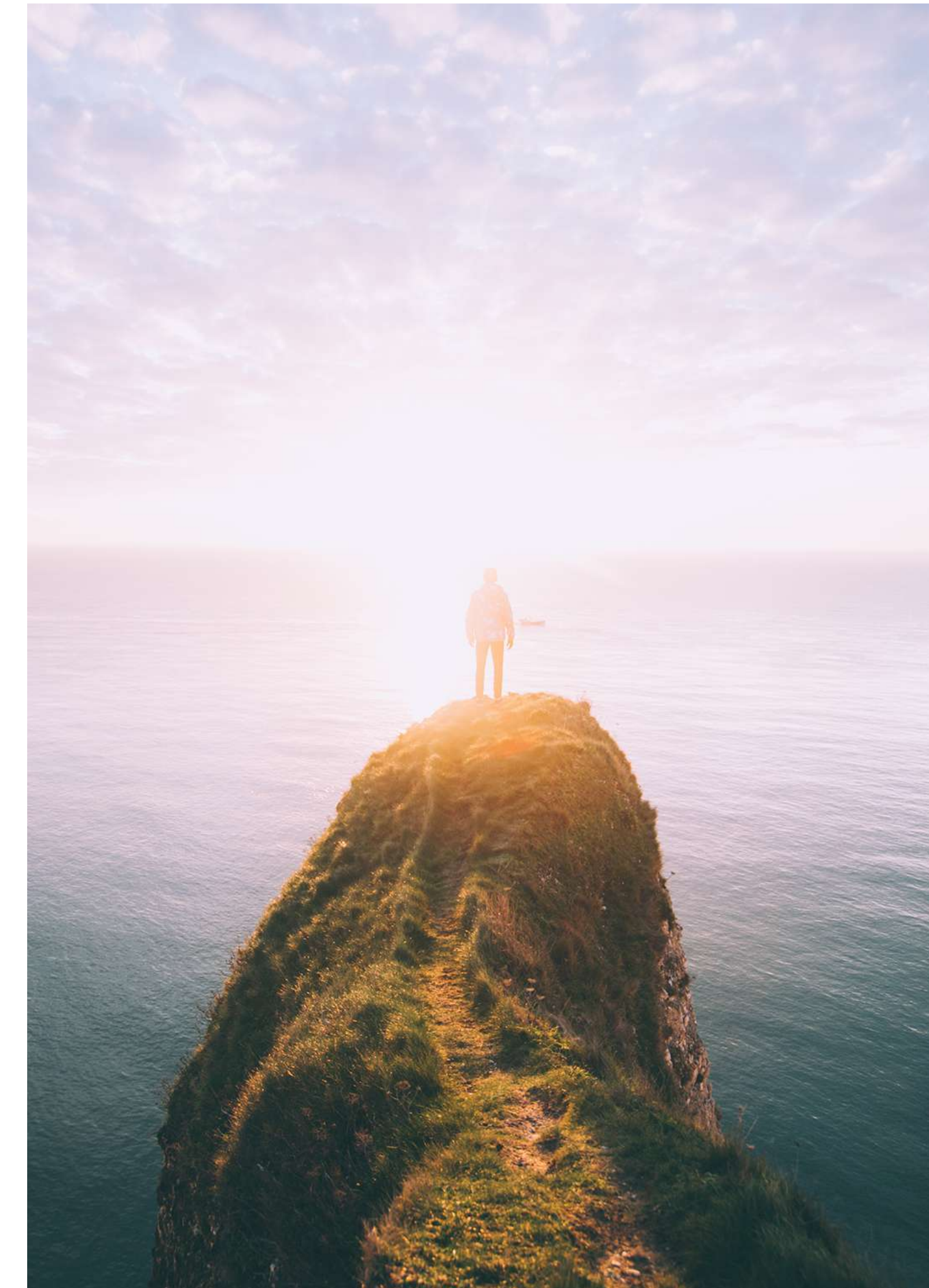


# The Solutions Focus Approach

Solutions Focus is a practical, positive and highly effective methodology which significantly improves communications for individuals, teams and organisations. Professional coaches, leaders, managers, advisors and mediators worldwide are using Solutions Focus as:

- A direct route to desired results
- A systematic approach to conversations that makes a big impact wherever there are complex issues with people involved
- A way of creating respectful and lasting change through identifying what works and doing more of it
- A method of identifying what works and doing more of it

Focusing on solutions and doing more of what works is not only enjoyable and empowering, it is often *much faster and more effective* than analysing problems and difficulties and their causes. It can produce more sustainable results and a lasting shift towards continuous development.





# Your Opportunity

The *GOOD NEWS* is that you'll soon learn how to create a difference using the *Solutions Focus Coaching Framework* with internationally recognised leaders in the field, Paul Z Jackson and Janine Waldman.

They are coming to Australia to run just three workshops - in Perth, Brisbane and Melbourne.

Spend two days with two of the world's best to build your coaching skills through a solutions-focused approach and you'll leave transformed, knowing exactly how to:

01

Create and take advantage of coachable moments

02

Have more *efficient* and constructive conversations that lead to *action*

03

Work with your people to empower them to identify goals, build on existing achievements and take progressive steps to improved performance and results..

PERTH

18th-19th  
November

BRISBANE

21st-22nd  
November

MELBOURNE

25th - 26th  
November



# What to expect

The Solutions Focus programmes are designed using the principles of accelerated learning and solutions focus. These methodologies create *faster and more effective* targeted learning that is proven to stay with participants long after the course has been completed.

The workshop are highly interactive, with plenty of opportunity for skills practice. You'll get to choose the content for skill practices, giving you the opportunity to practice your coaching skills on real-life work-related situations that you can then take away and *apply*.

You'll have a set of new tools, techniques and tips that you can apply immediately to your current issues and practice. Applied by many professional coaches and managers, these methods are now making significant differences within organizations around the world.

**During the programme Paul and Janine will help you to:**

 **Use the model**

Learn to use an effective and adaptable coaching model to enhance performance

 **Renew motivation**

Develop ways to build renewed motivation through feedback and other techniques

 **Create impact**

Be able to share know-how and get the message across in a way that is heard and acted on

 **Improve performance**

Learn how to have coaching conversations that help people identify resources, make progress & raise their performance

 **Build skills**

Further develop coaching skills including listening and asking powerful questions

 **Utilise tools**

Take away instantly-usable tools that can be used in day-to-day conversations or as part of a coaching process



# Your facilitators

## Paul Z Jackson

**Paul** brings out the best in people as a facilitator, coach, and trainer of trainers and facilitators. He draws on his experiences in journalism, comedy production and the BBC to design and deliver impactful, story-rich events that connect directly to the needs of the participants.

With an MA from Oxford University, he is co-author of the ground-breaking book, *The Solutions Focus – Making Coaching and Change SIMPLE*, rated as one of the Top 30 business books of the year in the USA and the study guide *Positively Speaking – the art of constructive conversations with a solutions focus*.

Paul has trained more than 1,000 coaches in the solutions-focused approach and coaches senior executives and police officers. His clients include P&G, Crossrail, Tate, Lane 4, KPMG, Metropolitan Police, Rolls Royce, Google, Carnival, Deloitte and the Red Cross Red Crescent Climate Centre.

In addition to his extensive corporate work, Paul has taught and lectured at the London Actors Centre, Columbia University, Bath Spa University College, the CIPD, Aalto, Imperial and London Business Schools, Cranfield and Ashridge schools of management.

Paul is co-director of leading change consultancy The Solutions Focus, on the accreditation team of the UK Association of Solution Focused Practice, and serves on the SOLworld steering group.

## Janine Waldman

**Janine** is a leader in the application of Solutions Focus in the UK and around the world. As an organisational development consultant, coach, facilitator and author with three decades of experience, she designs and leads learning, development and change initiatives that deliver transformative results.

Co-owner and director of international coaching and change consultancy The Solutions Focus, she is passionate about engendering positive sustainable change, working with an extensive range of global clients including Beiersdorf (Nivea), DP World, The Australian High Commission, Metropolitan Police, Benevolent AI (biotech), BGRS Ltd and Imperial College London. She has held senior HRD positions in UK and New Zealand multinationals Otis Elevator Company and Fisher and Paykel.

Holding a Master's Degree in Industrial Relations and HR management from the London School of Economics and Political Science (LSE), Janine is a Fellow of The Chartered Institute of Personnel and Development and visiting lecturer on post-graduate leadership and HR programmes at Birkbeck and Westminster Universities.

Janine is a frequent contributor to management journals, keynote speaker at international conferences, and guest presents on trending topics at business schools, most recently on Building Resilience at the London Business School .



# Case Study

## Making the grade...

Kerry was new in her job as head of training for a large manufacturing company. She'd done well to get this appointment – a step up from her previous firm - yet things didn't seem to be working out.

The projects she had tried to initiate had not taken off and she was having increasing difficulties with her team members.

After three months, her manager told her that her probationary period was being extended for a further three, and that if results didn't improve, her contract would be terminated.

Having been successful in previous jobs, Kerry was at an all-time low, feeling completely overwhelmed. She seriously considered handing in her notice.

That evening she was coached by Janine. She asked her if she really wanted to quit. After thinking about it, Kerry realised that ultimately she wanted to do a good job and prove they had hired the right person.

Encouraged, Janine asked her what successes she'd had - however small - in the time she'd been at the factory. Kerry identified a few minor triumphs and recalled the times when her team had done as she asked.

She also started to look at what she was good at. Being a triathlon runner, Kerry had stamina, discipline and the ability to set and achieve small goals in order to reach a much larger one.

She went home feeling a lot better, and the next day rather than discussing her failures further and berating her team for their poor behaviour, smiled at everybody and started to approach her work as if it was a triathlon - with discipline, rigour, focus, small steps and long-term goals.

Her change of attitude was a turning point.

Three months later the job was hers.





## More proof...

### Changing my business

Experienced team development consultant, Andrew Huffer talks about how the program was of massive benefit to his business. Watch the video ->

"Since participating in the programme in July 2018, I've made fundamental changes to the way I work. Solutions Focus has become so ingrained in my facilitation practice, that I'm running a workshop on how I've done this at the International Association of Facilitators Conference in Malaysia in September!"



*"Solutions-orientated thinking and actions are amongst the most powerful tools a modern executive can have. Weaving positive delivery into my business has enabled me to find ways forward with changes that seemed unattainable."*

Andrew Fowlie, General Manager, NHS Grampion

*"It takes away the BS and waffle and cuts to the chase, while still recognising success at the same time. It helps us to understand where we are and gives us the opportunity to reflect on our achievements."* Tim Grier, Managing Director, John Laing Integrated Services.

*"The Solutions Focus approach helped me to break down a complex task. It also brought out camaraderie - people were happy to help and do their bit in getting to a good solution where everyone benefitted."* Brian Thompson, Systems Manager, DP World, Southampton, UK.

*'Conversation as the fundamental unit of change...If you change the conversation, then there's every chance you'll change everything that surrounds it.'*



# Put procrastination on the back burner!

Paul and Janine are the ‘real deal’, without a word of hype.

They’ve trained and coached people around the world in the Solutions Focus model and have built success with numerous organisations, small and large.

The Solutions Focus Framework is *the* way to quickly create an edge for yourself and the people you work with.

Of course, places are limited to ensure you get maximum value from the program. ***Secure your place ASAP*** to take advantage of the fantastic premiums that are on offer, including:

- 01** Two online post-program coaching calls (value = \$500);
- 02** Membership of the Solutions Focus Australia Alumni. You get ongoing online access to Solutions Focus content, case studies and coaching tips, along with the ability to build your coaching networks and pose questions to the Solutions Focus team, as well as your peers (value = \$500)
- 03** An electronic copy of Paul and Janine’s guide, ‘Engagement, Resilience and Performance – an Executive Guide to Getting Results for You and Your Organisation’ (value = \$20.00)
- 04** A signed copy of Paul and Janine’s ground breaking book, ‘Positively Speaking’ for only \$25.00

And if you act quickly, you can take advantage of these fantastic prices:

- Super Early Bird: \$1200.00 (+GST) – register by 30th June
- Early Bird: \$1600.00 (+GST) – register by 31st August
- Full Price: \$1800 (+GST) – register by 4th November

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