

# The SOLUTION Focus

A Journey to Greatness!



## A Positive Approach to Change

“To be built to last, you have to be built to change.”

- Jim Collins, Author of *Built to Last*

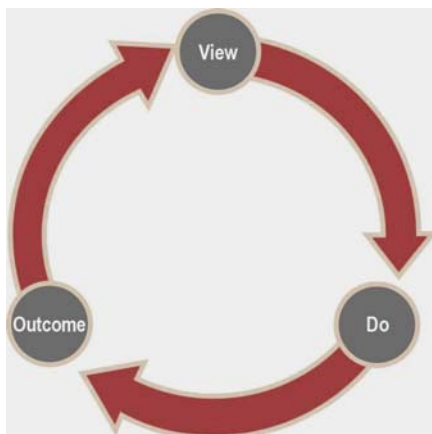
Psychology has traditionally focused on what is ‘wrong’ with people, not what is ‘right’ or how to capitalise on and unleash an individual’s full potential. The solution focus uses ‘what works well’ from the latest insights and methodologies in psychology, FranklinCovey research, leadership, management and innovative thinking to enhance organisations through their people.

The Solution Focus is compelling at the individual, team and organisational level.

## Change the Viewing to Change the Doing

“Most of your team members want to make a valued contribution – to find purpose in their work.”

- Stephen Covey, Author of *The 7 Habits of Highly Effective People*



**The outcomes you get come from what you do. In turn, what you do is based on how you view the world around you – your “paradigm.” When your paradigms are inline with what works best for you, you will be operating at your optimal level and experience better outcomes.**

## Challenge:

How do you get your organisation to function at its optimal level?

A great organisation is driven by individual contributions, but individuals are often unsure of how best to achieve this, so they disengage and lose focus

## The Wind of Positive Change

**INTRAPERSONAL**

“Each of us has much more hidden inside us than we have had a chance to explore”.

- Muhammad Yunus, CEO *Grameen Bank*



Be Solution Focused
Future Perfect
Exceptional
Focus: What Matters Most!



Take initiative and responsibility and be accountable
Design your blueprint and define a unique contribution yet to be made.
Realise strengths in yourself and others.
Achieve your goals and unique contribution with excellence.

### Challenge:

How do you get your employees to remain engaged during times of change and unpredictability?

During times of change employees often disengage, feeling a sense of “learned helplessness” - a psychological condition in which people act helpless, even when they have the power to change.

## Unleash Talent

“Problem talk creates problems; solution talk creates solutions”

- Steve de Shazer, Author of *Words Were Originally Magic*

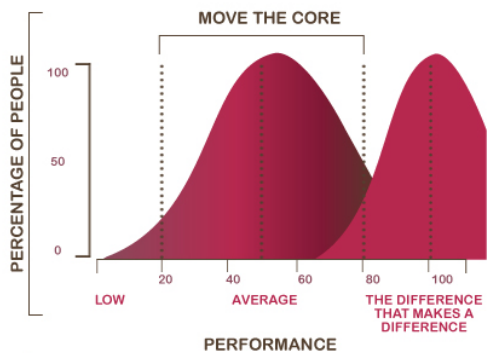


**Useful Conversation:** The solution focus shines a talent spotlight enabling team members to make the best of their job the most of their job. People like to participate but they love to win.

**There is nothing wrong with your organisation that what is right with it cannot fix.**

“You can only learn about excellence from studying excellence as opposed to studying failure to learn about excellence. Likewise we should study our strengths to become better people, not our weaknesses.”

- Marcus Buckingham, Author of *Go Put your Strengths to Work*



The solution focus enables you to build your organisation around what is working and success stories. Exploring what is the difference that makes a difference which takes place in the pockets of excellence and most importantly it shows you how to move the core (most people) to join them.

**Give every individual in your organisation the solution focus and tools they need to function at their optimal level.**

## **Change Solutions Series**

Powerful programmes designed and facilitated by Ireland's top organisational psychologists, KinchLyons Consulting – *Where psychology means business.*

This series provides you with a new 'way of viewing' accompanied with techniques to allow you to not only thread water in these difficult times, but to personally excel in them by functioning at your optimal level and assisting others to do so also. This timely series will unleash you to be yourself more with skill. Each workshop stands alone, for maximum impact you may want to attend all three.

### **Programme 1: Employee Engagement & Focus.**

We show you how to deal with the psychological recession. While many of us are trained to manage actions, we are not equipped to manage the emotions that lie behind these actions. In such cases employees become disengaged, just when their complete focus and commitment is needed more than ever. We highlight how working outside of one's job description and inside of one's circle of influence can secure and improve careers.

### **Programme 2: Personal Resilience**

The science of well being and optimal functioning is detailed in this programme especially as it relates to an individual's resilience levels. In tough times resilient people don't just cope, they thrive by refocusing their lives on the things that matter most. This session will help participants to explore what makes life (for them) fulfilling instead of exhausting.

### **Programme 3: Unique Contribution**

Through utilising the power of positive psychology participants will learn how to put their strengths to work and make 'the best of their job, the most of their job'. Unleashing an individual's unique contribution can change everything at work through accessing and utilising their unique skills, passion, talent, and energy.

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**Give every individual in your organisation the knowledge and tools they need to take charge of their lives and manage their careers.**

**For more information about KinchLyons's contact us on 00 353 0 (1) 2778727**

[www.kinchlyons.ie](http://www.kinchlyons.ie)