

**The Solution Focused Art Gallery -**

**A Metaphor for the**

**Solution Focused OD Process**

**with Chris Iveson (in video), Mark McKergow**

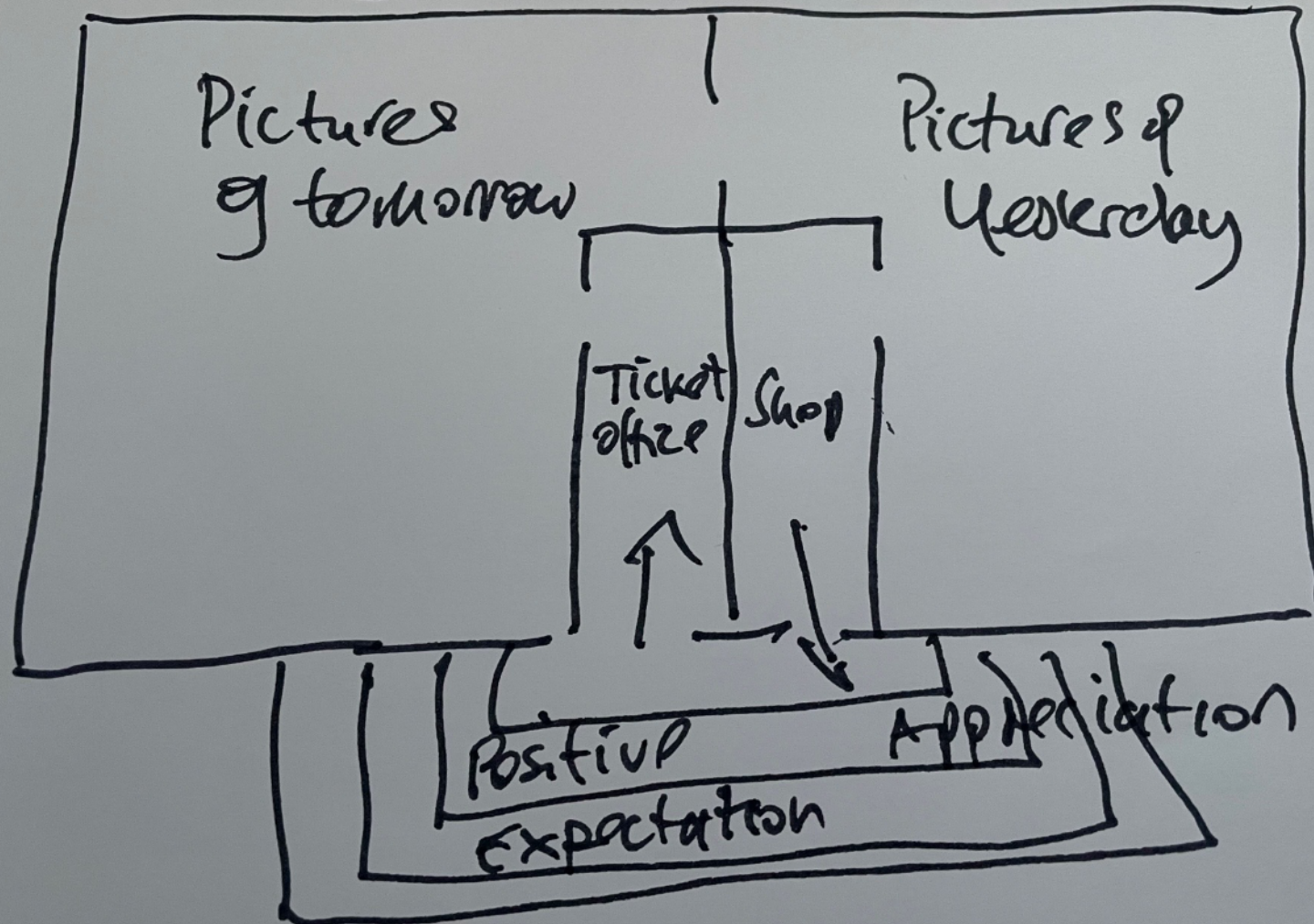
**and Susanne Burgstaller**

## **What are your Best Hopes from this session?**

- In Duos
- 5 minutes in total
- Ask “what difference will that make” at least 3 times!

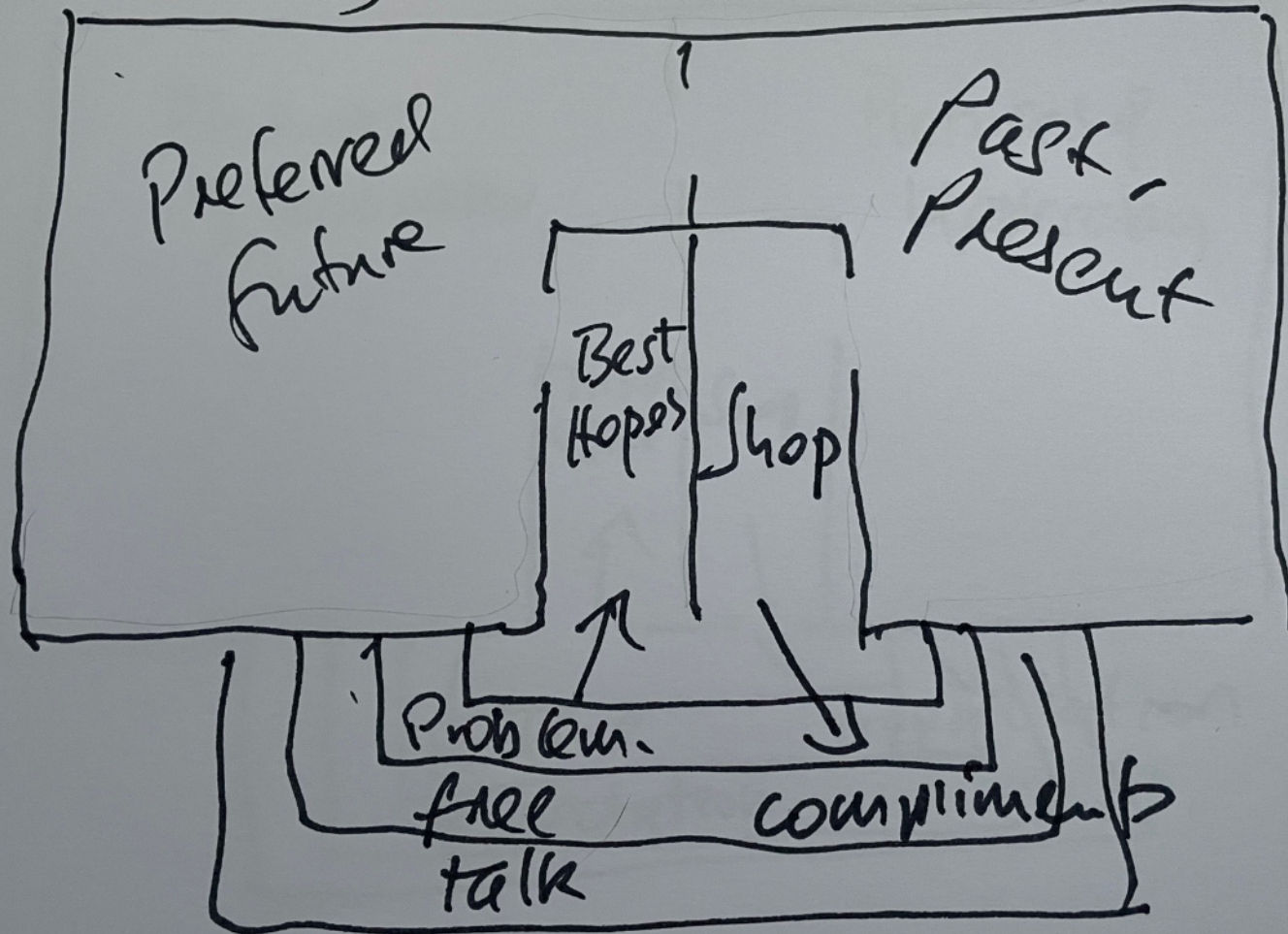
# Chris Iveson's Gallery

# S.F. Gallery 1



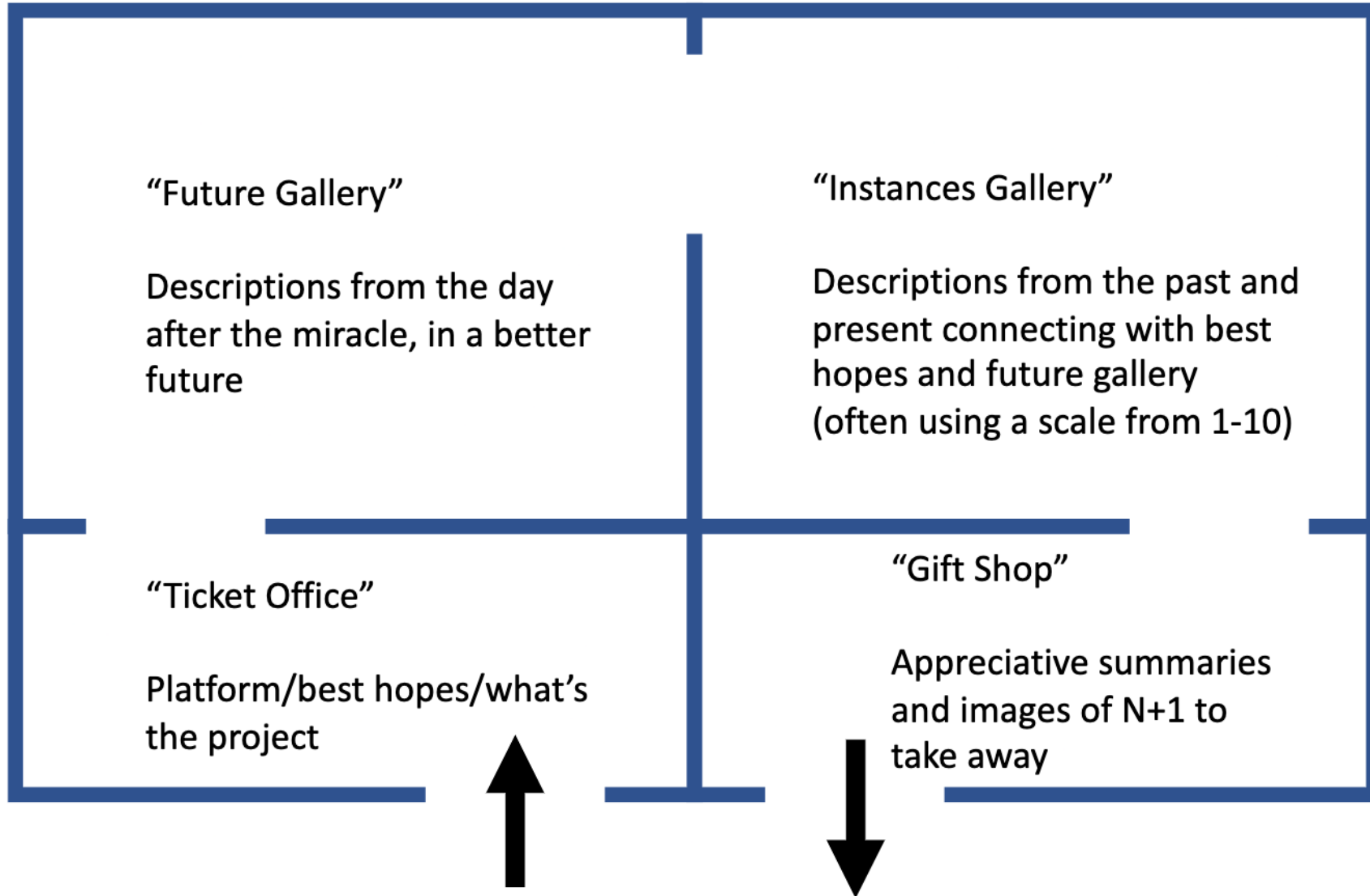


# SF Gallery 2



# Mark McKergow's Gallery

# A solution-focused art gallery

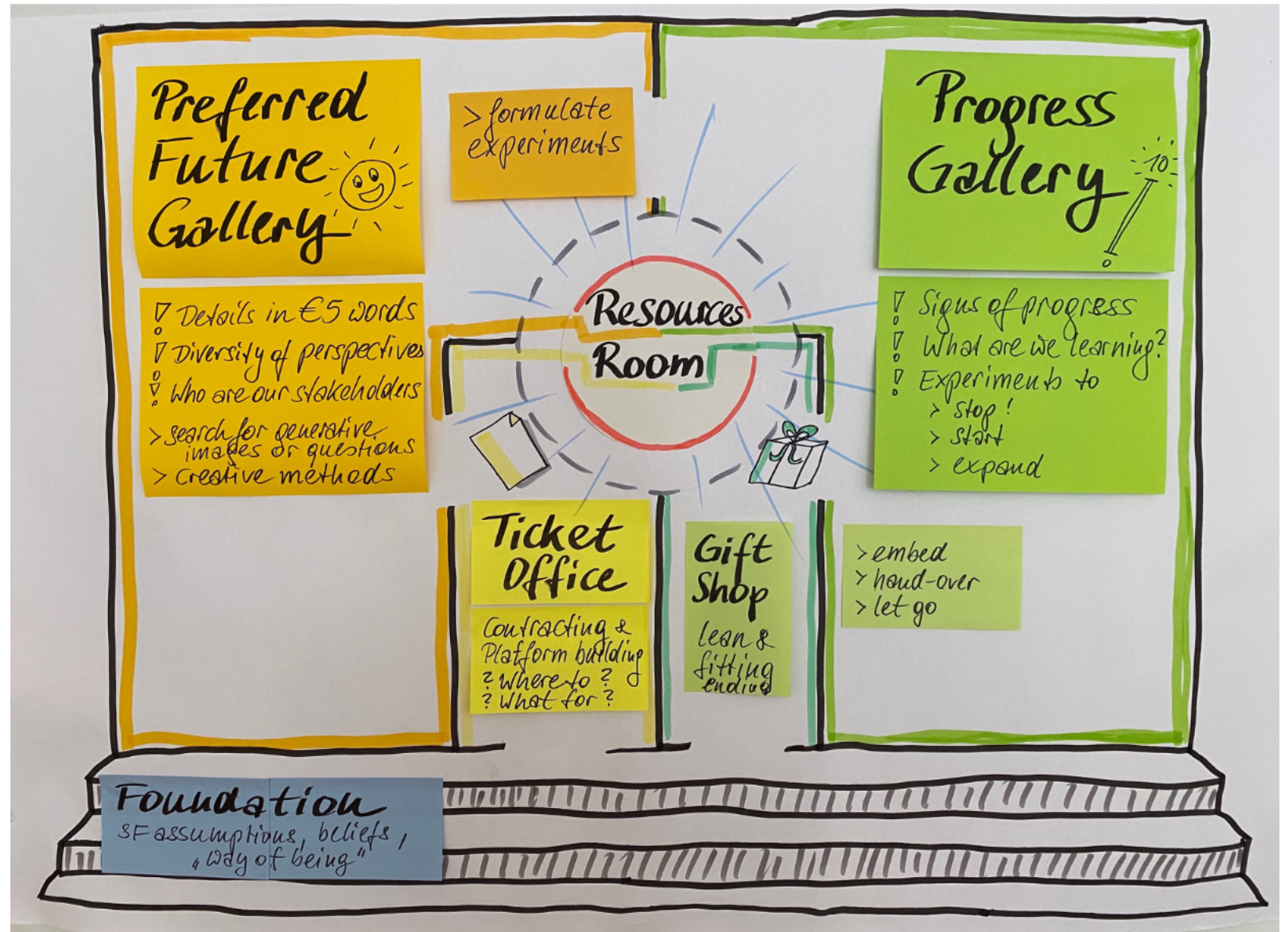


# Susanne Burgstaller's Gallery



# SF Gallery for Dialogues with Organisations

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# The Gallery as metaphor for a dialogue with an organisation

## – What's the same? What's different?

- Get people to talk to each other more than to talk to us!
  - Pave paths for the dialogues of others and trust!
- Create “homes for solutions”!!!
  - What helps are regular visits to resources room: to raise the emotional temperature, increase confidence & sense of progress, construct realistic best hopes, foster learnings, etc.
- We are working with groups mostly! With each new group in an expanding circle of stakeholders you need to form a contract.
  - Be aware that you may be in different rooms with different groups at the same time!
- Impatient managers often don't want to stay in the Preferred Future Gallery for long (enough).
  - Be prepared to return – joyfully, without any blame attached to a re-visit.

# The Gallery as metaphor for a dialogue with an organisation

## – What’s the same? What’s different?

- There are many ways of progress monitoring. Ensure that it is done.
  - Simplest: Scaling works, let them use their own tools, but insist on “what’s working”, tracking tiny signs.
- Avoid tool overload.
  - Simplify and keep process clean to avoid confusion, adapt client tools in an SF manner if you can.

## Endings matter! – “Going out with a whisper” vs. Closing the Gestalt

Don’t keep the organization in an eternal “change process loop”. Ask: “Is this better enough for you?”

- This is my “preferred process”. It is an ideal, not a checklist!
  - “Cooperate with the client in the way they need to be cooperated with.”
  - Maintain your Solution Focused “way of being”: curious, appreciative, cooperative, respectful.

# Reflection Groups

- Groups of 4 (two duos?)
- 7 minutes
  
- What were the most interesting insights for me?
- What questions were raised for me?