

Solution Focused Sustainability Dossier from the SOLWorld Unconference 2024

How might Solution Focus contribute to Sustainable Organisations?

Held 14 - 16 April 2024 at Land aan Zee Centre, Netherlands



**EXPLORING HOW SF
CREATES SUSTAINABLE
ORGANISATIONS**



Sponsored by Solution Focus in Organisations



Those Attending



Chris Aertsen BE	Andrew Gibson GB	Haesun Moon CA	Robert Strohmaier AT
Bea Bincze HU	Annette Gray AU	Fania Pallikarakis BE	Wendy Van den Bulck BE
Liselotte Baeijaert BE	Paul Jackson GB	Dorota Parys CH	Marika Tammeaid FI
Annie Bordeleau CA	Monica Jacobi DE	Ciska Pillecyn BE	Eniko Tegyi HU
John Brooker GB	Netta Jakola FI	Eva Rampini CH	Lien Tettelin BE
Paut Struik NL	Natalya Lobko AT	Sieds Rienks NL	Liisa Virolainen FI
Géry Derbier FR	Cathy Macharis BE	Peter Rohrig DE	Janine Waldman GB
Michiel Deturck BE	Roy Marriott GB	Ania Smolka DE	
Koen Dumont BE	Bodil Mickels FI	Anton Stellamans BE	

The Land aan Zee Centre - an exemplary venue for a Sustainability Unconference.

Annie Bordeleau, John Brooker and Marika Tammeaid - organisers

We selected the "Land aan Zee" venue for our sustainability Unconference because it exemplifies the essential principles necessary for nurturing balance and regeneration within individuals and the wider environment. This site actively supports personal growth and self-care, encouraging participants to be their best selves. It also emphasises the importance of community and mutual respect, providing a space where sustainable living practices are discussed and integrated into daily interactions. This holistic approach is vital for any initiative to rectify today's global imbalances.

Land aan Zee encourages sustainable practices through comprehensive community guidelines that promote environmental responsibility and social ethics. The venue emphasises the importance of mutual respect and care for the community and the environment, notably through its dietary choices. It offers only vegan and vegetarian options to raise awareness about the ecosystem's fragility.

Participants are involved in daily communal tasks like meal preparation and cleanup, fostering a collaborative and mindful living space. Land aan Zee also encourages using biodegradable substances to protect its independent waste treatment system, further ensuring that every aspect of a stay has sustainable living principles. This venue, therefore, acts as a catalyst, inspiring continued commitment to sustainability and care for our planet.



Unconference Topics and Questions

Exploring how the Solution Focus Approach Creates Sustainable Organisations is a broad topic. During our Unconference, we explored the following topics and have included them in this Dossier. SFiO will publish a synopsis and session output weekly through June and July in the InterAction Collection 2024.

1. **The Land aan Zee Centre is an exemplary venue for a Sustainability Unconference.**
 - a. Question: *“What makes Land aan Zee an exemplary venue for fostering sustainability and community engagement at our Unconference?”*
2. **Reflections on the Sustainability Unconference.**
 - a. Question: *“How can a solution-focused approach effectively contribute to creating sustainable organisations, and what role does collaborative, inclusive dialogue play in this process?”*
3. **Sustainable Solution-Focused Organisations to Change the World.**
 - a. Question: *“How can leaders effectively implement Solution Focus (SF) principles to transform their organisations into sustainable, adaptive entities that thrive over the long term while benefiting broader ecological and societal contexts?”*
4. **The Loving Organisation.**
 - a. Question: *“How does integrating love into organisations foster sustainability?”*
5. **The Interconnections between First Peoples Principles of Learning, Solution Focus and Sustainability.**
 - a. *“How does SF align with the First Peoples Learning principles?”*
6. **How to design a sustainable Leadership programme**
 - a. *“How can leadership programmes be designed to effectively integrate sustainability principles across various organisational layers, fostering both immediate and long-term sustainable practices and mindsets?”*
7. **A Solution Focus tool to foster reflection and enhance communication in the light of sustainability**
 - a. *“How can the principles of “The Power of 5” game be applied to enhance sustainability within organisations and societies at various levels of interaction, from individual to intergroup dynamics?”*
8. **Stealth Solution Focus Practice**
 - a. *“How can stealth integration of solution-focused approaches within organisational contexts contribute to long-term sustainable development across economic, social, and environmental dimensions?”*
9. **Talk With Your Children**
 - a. *“How can solution-focused techniques enhance intergenerational communication about sustainability, fostering a shared vision and collaborative action within families?”*
10. **Seeing the connections**
 - a. *“How can we balance environmental integrity, economic health, and social equity to foster organisational sustainability?”*

11. Good practices in the public sector - How to help and motivate people to make their organisation more sustainable.

- a. *“How can public sector entities integrate sustainability into their operations and decision-making processes, fostering a culture of innovation and servant leadership to drive impactful and socially beneficial changes?”*

12. The Mindsetter Game - Unpacking

- a. *“How can SF practitioners use the Mindsetter Game to integrate solution-focused thinking into sustainability strategies, fostering economic, social, and environmental benefits within organisations?”*

13. Learning from frameworks for creating sustainability and change

- a. *“How can integrating Solution-Focused practices with existing sustainability frameworks, such as the Factor 8 change process, enhance systemic behaviour and lead to meaningful, actionable changes in organisational sustainability efforts?”*

14. Best Year Ever - a process to improve sustainable organisations

- a. *“How can the “Best Year Ever” process help organisations develop actionable plans that foster sustainability and continuous improvement through stakeholder engagement and strength-based approaches?”*

We will publish one weekly article in SFiO InterAction in the following months using the material in this Dossier.

Actions Arising from the Unconference

A strong theme arising from the Unconference was the need for SF practitioners to make Sustainability achievable for individuals and teams; that it should empower them to act and provide hope that they could make a meaningful difference. Therefore, we split into teams, based on interest, to look at what people could do at different levels:

- Me (Individuals)
- Teams
- Organisations / Organising
- Network and Ecosystems
- Society

We collected the output of each session and the Unconference Dossier editors created a set of actions for each level having leveraged AI technology to ensure a comprehensive and unbiased analysis of the participants’ input.