

1. Navigating Paths to Success: Solution-Focused Coaching Training



TRAINING DESCRIPTION:

Many individuals who work in justice systems feel a strong desire to help those who are going through difficult

times. Despite their good intentions, most individuals find it challenging to offer appropriate support due to lack of proper training. There's an internal pressure to immediately solve problems for those in distress, even if it's an unattainable goal. This pressure often leads to frustration and burnout.

Solution-focused coaching offers a different approach to providing support. It empowers individuals by asking the right questions. These questions help people unlock their own potential to cope and make positive changes.

This two-day training program is designed to equip your staff with the necessary knowledge and tools to facilitate powerful conversations that bring about actionable changes in people's lives. Solution-focused strategies are specifically crafted to inspire hope in those facing life's overwhelming challenges. These techniques help individuals recognize their inherent strengths. Participants will learn how to use targeted questions to tap into everyone's capacity for growth without causing further trauma.

Moreover, the training will help participants identify signs indicating it might be time for someone to seek professional help. Solution-focused techniques can be applied internally throughout the organization to help guide interactions toward practical, actionable steps that foster organizational growth. The training sessions are highly interactive, providing attendees with ample opportunities to practice and apply their newly acquired skills.

At the end of this training, participants will:

- **Understand and apply the fundamental principles of the solution-focused mindset in various challenging situations.**

- **Utilize a structured, solution-focused conversation sequencing guide, developed by renowned Solution-Focused expert, Dr. Johnny Kim. This guide helps in leading solution-focused conversations to discover meaningful solutions to challenges.**
- **Apply solution-focused techniques when communicating within teams.**
- **Lead solution-focused conversations within daily interactions with individuals.**

[2-DAY 12-HOUR TRAINING]

1A. Train the Trainer

TRAINING DESCRIPTION:

During this training, our dedicated team of WEI trainers will skillfully guide your organization's trainers and leaders through Solution Focused Coaching techniques. They will empower your staff to implement this coaching method effectively.

The benefits of this training program are manifold:

- **Efficiency and Cost-Effectiveness:** By equipping your trainers and leaders with in-depth knowledge, your organization can avoid the need for multiple training sessions. This streamlined approach is not only efficient but also remarkably cost-effective.
- **Ongoing Support and Guidance:** We offer continuous supervision for your training staff. This means any questions or concerns that arise during the implementation of Solution Focused Coaching will be promptly addressed. Your team will receive the necessary support to ensure a smooth transition.
- **Enhanced Trust and Buy-In:** When your own trainers convey Solution Focused Coaching principles, it fosters a sense of trust and credibility within your organization. This organic approach often leads to greater buy-in from your staff, ensuring a more seamless integration of these coaching practices.

[3-DAY 18-HOUR TRAINING]

Wellbeing & Equity Innovations creates top-notch training designed to transform your organization and nurture a culture of collaboration, trust, and growth.

FOR TRAINING INFORMATION, CONTACT:

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