



Case Study 4: Facing up to Change

Context

The regional division of a nationwide health organisation facing considerable change through re-organisation.

What they wanted

A consensual view of the organisations strengths to shape and inform the organisation for a changing work environment.

What we agreed to do

- We organised a team event over 2 days using Solutions Focus
- Solutions Focus is an ideal process for defining strengths and doing more of 'what works', in order to thrive in difficult times
- The team discussed their strengths and what others valued the organisation for
- These were mapped and a 'future perfect' was agreed. They then measured their current situation against the ideal using scales for different themes
- The whole team committed to specific individual and joint actions for positive change

Outcome

This resulted in them being clearly able to define the next steps based on their existing successes and strengths. There has now been decisive movement on new structures and ways of working.

Regional Director

"Thank you for your excellent work with us yesterday, thanks to what we did we now feel like a team with direction, able to pick up the issues for action quickly"

We respect the confidentiality of our clients. For this reason we do not identify organisations in these case studies. They are however real and illustrate the work of Summerhouses: people and development

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