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**SOLUTION-FOCUSED MANAGEMENT SERIES**  
edited by Günter Lueger

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Günter Lueger / Hans-Peter Korn (eds.)

# **SOLUTION FOCUSED MANAGEMENT**

Rainer Hampp Verlag



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## Preface

In May 2006, the "Solutions in Organisations Linkup (SOL) conference" took place for the fifth time in Vienna, after the Bristol Group initiated the first event back in 2002. Since then, this international conference has evolved into the annual main event of the worldwide network for academics, consultants, trainers and managers, who base their work on the solution focused approach by Steve de Shazer and Insoo Kim Berg. Today this network is established and promotes further developments in this field. More about the SOL-network can be found on the internet at [www.solworld.org](http://www.solworld.org)

The Conference was organised by the editors together with Kathrin Bauer, Elisabeth Kamenicky, Erika Krenn, Thomas Lenz, Doris and Wolfgang Regele, Martina Scheinecker and the SOL-steering group. For the first time, the focus of this annual event was not only on the consultancy key aspects, but also on a wide range of applications within solution-focused procedures for managers.

The contributions in this book are the result of the work at the conference and show impressively the communities' resources and the sophisticated applications of solution-focused work for organisations. You will find in this book conceptual basics of the Solution Focused Approach and case studies about leadership, marketing and sales, human resource management, project management, organisational consulting, coaching, as well as conflict management. Readers of this book will find a rich source of ideas and examples on how to put them into action from over 60 contributors, who share their experience of working using solution-focused principles.

In this volume also the academic aspect and further developments of the solution focused approach can be found. Both the contributions in the chapter on "Principles" and also the different articles on empirical research projects show the interesting and promising results of the solution focused approach's impact on productivity within organisations.

In September 2005, Steve de Shazer, one of the most important founders of the approach, died unexpectedly. Therefore, the conference was dedicated to him and his work. Many pioneers and colleagues agreed to attend this conference and to appreciate his manifold and at the same time concise opus. The content and also the quality of the contributions in this book are, from our perspective, the best proof for the response his work has found all over the world. The ideas' potential is still far away from being fully tapped and many contributions in this book show possibilities for further developments of the "Solution-Focused Management Approach".

Günter Lueger and Hans-Peter Korn, Vienna 2006



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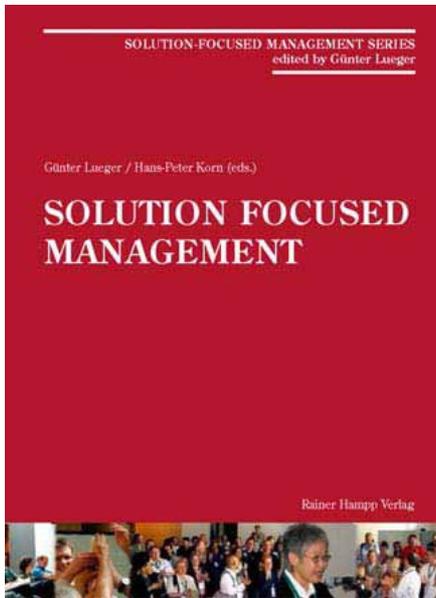
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Günter Lueger  
Hans-Peter Korn  
(eds.)

# Solution-Focused Management

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The Solution-Focused Approach developed by Steve de Shazer and Insoo Kim Berg has been well established across many areas of society. In this book, the practical uses of solution-focused work in companies and management are shown. By means of conceptual contributions, as well as many case studies and projects in practice, current developments in Leadership, Marketing and Sales, Project Management, Work Design, Human Resources, Organisational Development and Learning, Training and Coaching, as well as Conflict Management are described. In addition, we also present empirical studies on the effect of solution-focused work in enterprises.

**Key words:** solution-focused approach, solution-focused management, solution orientation, consulting, coaching, change management

*Günter Lueger* looks for opportunities to do things in management differently. He specialises in designing and redesigning management instruments and paper work in companies in a solution-focused way. Innovations include Solution-Focused Rating (SFR) and Solution-focused Management Instruments, like FMT, which allow more appreciative assessments and analysis in organisations ([www.solutionmanagement.net](http://www.solutionmanagement.net), [www.fit-management.at](http://www.fit-management.at)).

*Hans-Peter Korn* started to work as a scientist (PhD) in nuclear physics. He was then active in line- and project-management on different levels in power plant engineering, the financial industries, air transport industries and software engineering. Fascinated with systemic and solution-focused management in theory and practice, he started his own business as an OD- and PD-consultant ([www.korn.ch](http://www.korn.ch)).

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