

The SolutionStage® is a "staging lab" to install and try out different versions of "realistic models" for working environments in organisations in a solution focused way.



www.SolutionStage.com

SolutionStage®



„Staging Lab“???

No serious engineer would start running a new manufacturing plant without having sufficiently staged it in a laboratory.

And how do we explore and test alternative ideas for solutions in difficult negotiations or conflicts? How do we design new process flows? Or new services? Do we only think about it in our minds and on the paper or do we explore and test our ideas also in a laboratory-like setting?

The "SolutionStage"® is like a lab to exemplarily develop and test things like:

- **Visions and mission statements**
- **New ideas for products and services**
- **Conflict resolutions between individuals or groups**
- **Communication and presentation e.g. in the selling process**
- **Ideas for organizational changes**

The SolutionStage® is an art of reflecting life

The productions on the "SolutionStage" are more than just funny games, they are and offer space for reflection – theatre in terms of Konstantin Stanislavsky:

*"If meaning of theatre was only the entertaining sight, perhaps it would not be worth putting so much work into it. But **theatre is the art of reflecting life.**"*

The "SolutionStage"® supports the perception of the organisational and social structure in which we act.

By this we liberate ourselves from the before unrecognized limitations and finally **get the ability to work productively with these structures and to change them.**

The Roots of SolutionStage®

two primary roots:

Jacob Levy Moreno's Psychodrama and sociodrama

Solution Focused approach developed by **Insoo Kim Berg** and **Steve de Shazer**

Moreno:

"Spontaneity and creativity are the driving forces for human progress"

„I trust in people's intentions, in the love and mutual sympathy as powerful, indispensable principles of living within groups."

Solution Focused attitudes of Moreno

Psychodrama / Sociodrama, in terms of Moreno, is much more than a method of role play:

Psychodrama / Sociodrama is a holistic system of methods for a scenic design and reflection of personal and social themes in the context of consulting / coaching, training / pedagogy and psychotherapy. It is characterised by a humanistic, resource oriented, trustful and optimistic attitude.

Moreno – a forerunner of the solution focused attitude:

"Well Dr Freud, I start where you leave off. You meet people in the artificial setting of your office, I meet them on the street and in their home, in their natural surroundings. You analyze their dreams. I try to give them the courage to dream again. I teach the people how to play God."

(Moreno 1946)

Solution Focused attitudes of Moreno

*"Working with a psychotic patient one of the first steps is **to find out how far he or she was able to create an imaginary reality.**"*

(Moreno 1939)

*"In the center of the treatment is the patient, always, and **the task of developing the psychodramatic process is, as much as possible, in his hands.**"*

(Moreno 1940)

*"The director must take great care to make no suggestion as to what course of action might be preferable. **The initiative, the spontaneity, the decision must all arise within the subjects themselves.**"*

(Moreno 19??)

SolutionStage®: a chance to ACT authentically

Human beings hunger for expression and this “hunger for expression is foremost hunger for action, long before hunger for words” (Moreno)

Our mental models not only decide how we interpret the world, but also how we act. (Senge)

Even if people not (always) act in accordance with their pronounced theories, nevertheless they act in accordance with their practiced theories (Chris Argyris)

This **“discrepancy between verbalized behaviour** (like in interviews an coachings, free associativity tests, answers to questionnaires and so on) **and the behaviour in real life situations, in which verbalized behaviour only plays a secondary role”** Moreno already points at in the year 1941

SolutionStage®: a chance to ACT authentically

The SolutionStage® give persons in organisations the chance to act authentically instead of publishing the subjective and implicit constructions of the (organisational)-cultural conserves.

This supports a common goal oriented action – and then acting AND talking in an congruent way.

SolutionStage®: From Psycho-/Sociodrama...

Psychodrama means:

Elimination of the playwright and of the written play.

*Participation of the audience, a "Theater without spectators."
... and with "**SpectActors**" (see: Augusto Boal)*

Everyone is a participant, everyone is an actor. The actors and the audience are now the only creators.

***Everything is improvised**, the play, the action, the motive, the words, the encounter and the resolution of the conflicts.*

The old stage has disappeared, in its place steps the open stage, the space stage, the open space, the space of life, life itself.

(J. L. Moreno)

...to the "Stage for Solutions"

- Warm up.
- (Identification of a protagonist)
- Agreeing a 'contract.'
- Scene setting.
- Action phase with Enactment (experiments) in a "surplus reality"
- Closure.
- Sharing with the group.

Let's do it:

Warm up.

Let's do it:

At the beginning I will offer the following:

I will give you the chance to invent and try out some ideas of future service solutions for your own business as consultant, coach or trainer. And I propose to do that with methods releasing your potential for spontaneity and creativity. I will support you as a coach giving you space and time and a few "techniques" to do that. What are you thinking about this offer?

This **"contracting"** is done to clarify the goal and the over-all method. Sometimes in this "contracting" the goal changes and additional requests get agreed.

Let's do it:

All participants are now invited to **build the scene**:

In our imagination the workshop-room now turns into a floor of a "Fare for Modern Management Methods 2008"... there will be a lot of visitors looking for new methods and services and a lot of salesman offering - of course solution focused - methods and services for different kinds of management-work. And, maybe, there will be some reporters from TV or radio stations interviewing some participants of that fare.....

How does the room - as part of the "Fare for Modern Management Methods 2008" looks like? Are there different stalls or something else?? Where? Is there a "meeting and refreshment zone"?

After these few suggestions all participants are free to create together the scenery. And this phase is a smooth way to enter the "wonderland", which is the space and time of the "future perfect", where new ideas and solutions can be found, leaving the limitations and concerns of the "present" behind.

Let's do it:

In the next step the different **figures and their intentions get staged**:

Now I invite each of you to create your "figure" in this "Fare for Modern Management Methods 2008": Maybe you want to be a seller of your services ... or a competitor of a specific seller in the same service area or a visitor ... or a very engaged buyer ... or a reporter...

Please find your place in the room of the fare ... imagine what's around you ... maybe specific equipments for presentations ... or some furniture ... help yourself with the chairs, tables, flipcharts, pinboards to simulate your place ... I will give you a few minutes to prepare your place in a first version and then I will do very short interviews with each of you to learn more about your "figure".

This step serves to let emerge the different protagonists (sellers) and their antagonists (competitors, buyers, reporters). Doing it also "physically", by building the scene with real objects, makes it much easier to get into the mood of "wonderland" than just to talk about it. And the short interviews are helpful to create the own figure ("enrolment") and to give some inspirations to the other actors.

Let's do it:

Now the free improvised **"acting on stage"** starts:

*Please, act now in a free improvised way on this "Fare for Modern Management Methods 2008". Depending on the "flow" of the process maybe I will offer some specific "scenic techniques" to support the flow. We will see...
AND PLEASE: Act in a way to support your partner in his/her acting!*

This phase of acting will be full of surprises.... and it cannot be predicted what will happen... and I will support the process, not the script.... and I will give the sign to **close up**

Let's do it:

Sharing with the group.