

The Art of Reframing

Learn to solve complex problems by asking powerful questions

“The best overall protection to avoid the traps [of misinterpreting reality] is a spirit of inquiry, a desire to decipher what is really going on, a commitment to listening and helping instead of actively displaying one’s own impulses and feelings before knowing whether or not they are appropriate.”

~ Edgar H. Schein, *Process Consultation Revisited: Building the Helping Relationship*

About the Workshop

Time duration: 3 hours (includes 2 rounds of Action Learning practice)

This workshop provides an opportunity for participants to develop three critical leadership skills: empathic listening; inquiry; and advocacy. Using the Action Learning Methodology, participants will practice asking powerful open-ended questions to inquire into the nature of a complex problem. As their understanding of the problem deepens, they will perceive the issues with ‘new eyes’ and will be able to reframe the problem in a way that highlights potential solutions. Participants will also learn how to become more authentic advocate for their own ideas.

What You Will Learn

- How people make sense of reality
- How blind spots arise
- To ask powerful transformative questions to inquire into the nature of a problem
- To deepen your understanding of the root causes of a complex problem
- To leverage distributed collective intelligence to reframe and solve a complex problem
- To coach other people when collaborating on solving a complex problem
- To be a better, more transparent advocate for your own ideas

Who Should Attend

- Anyone who needs to address complex multi-stakeholder challenges
- Team leaders who want to engage their team members in problem solving. Bring your team members to the workshop!
- Individuals who want to develop their leadership skills by learning how to ask powerful questions

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