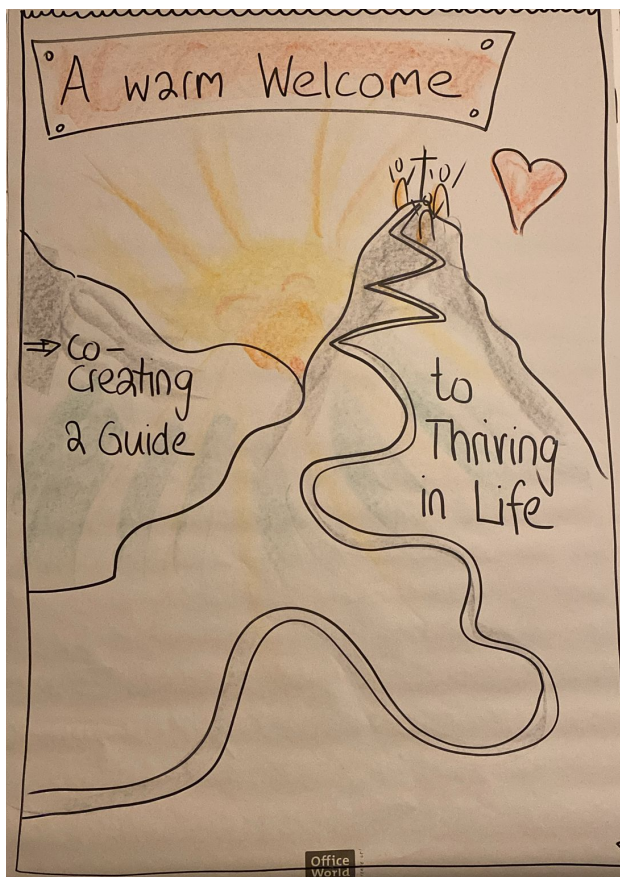


SOL World 2025

Workshop with Susanne Buchberger & Sandra Dietrich/ Solution Focused HR ad-Interim Managers/ Austria & Switzerland



Who are we?

Enthusiastic HR Interim Managers. We are called by companies missing Human Resource competence (for whatever reason) in their companies. We jump in, take responsibility from the first minute, roll up our sleeves and do whatever has to be done in Human Resource Management.

This is sometimes funny, sometimes not at all. In any case challenging, exhausting, surprising.

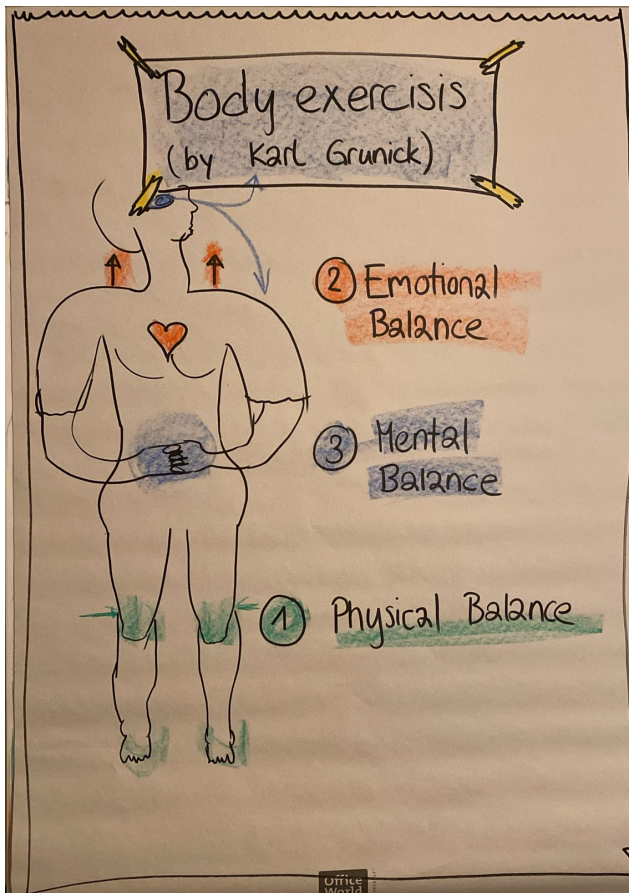
Learn more about us:

www.susanne-buchberger.at

www.sandradietrich.com

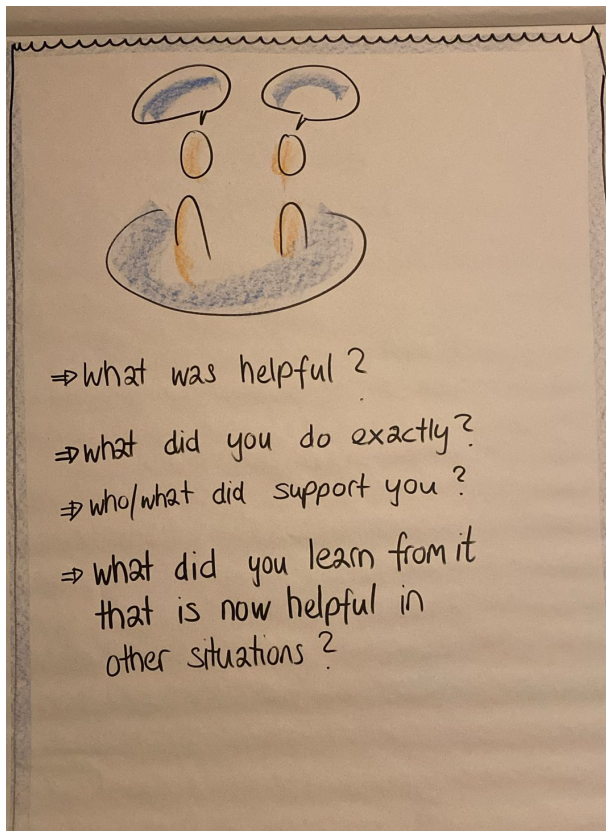
Body Balance

We started the workshop with a small body exercise. This exercise is very helpful to focus your awareness und bring us into balance again, in case we might have lost it.

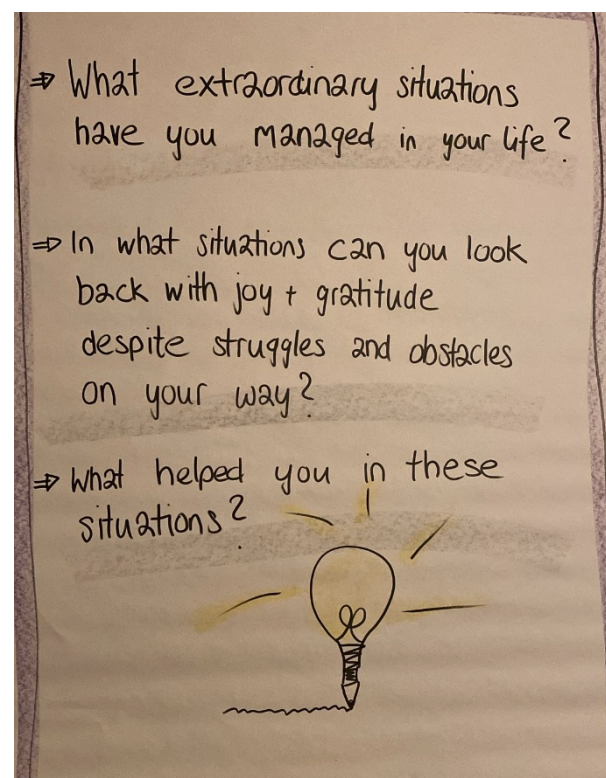


If you want to find out more, read Karl Grunick's book KI – Körperintelligenz or, even better, attend his seminar

Writing exercise¹:



- **Make a list:** Collect 5 extraordinary situations you have managed (in private or professional life) (5min.)



- **Choose one** of those situations. What did you do in detail that you can look back now with joy and gratitude? Write in detail for a few minutes (5min.):
What did you do?
What happened then?
What else did you do?
What was helpful in that situation?

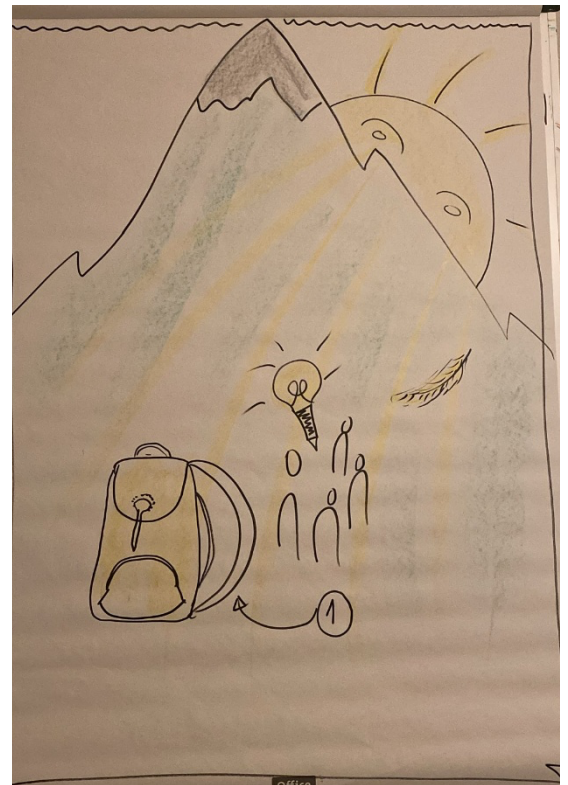
- **Choose a second situation** and answer the same questions (5min.)

- **Read what you have written** and compare those 2 stories. Underline similarities. What kind of «success pattern» can you see?

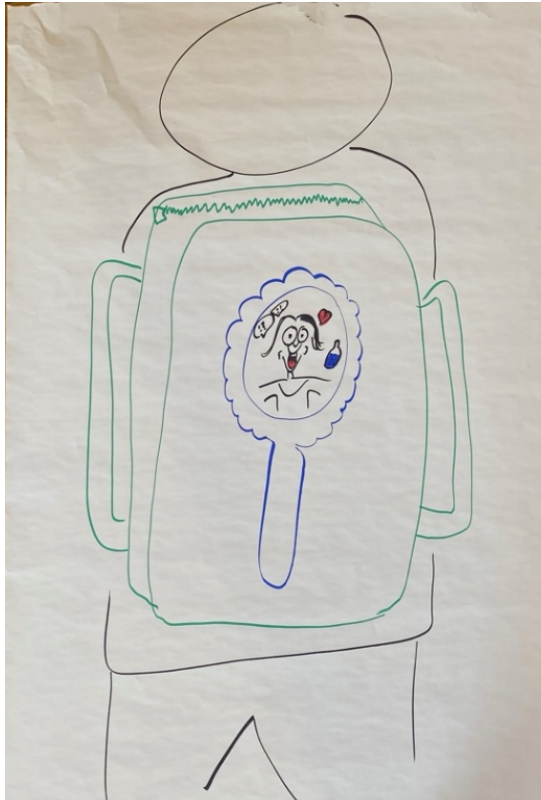
¹ This writing exercise is inspired by Kathleen Adams (Center of Journal Therapy, www.journaltherapy.com)

Packing your «Ready-for-whatever-comes-Backpack»

Imagine that you are preparing for your next expedition, but the size of your luggage is very restricted. You must choose one item that will support you best during your adventure. Based on everything you have discussed, what would that be?

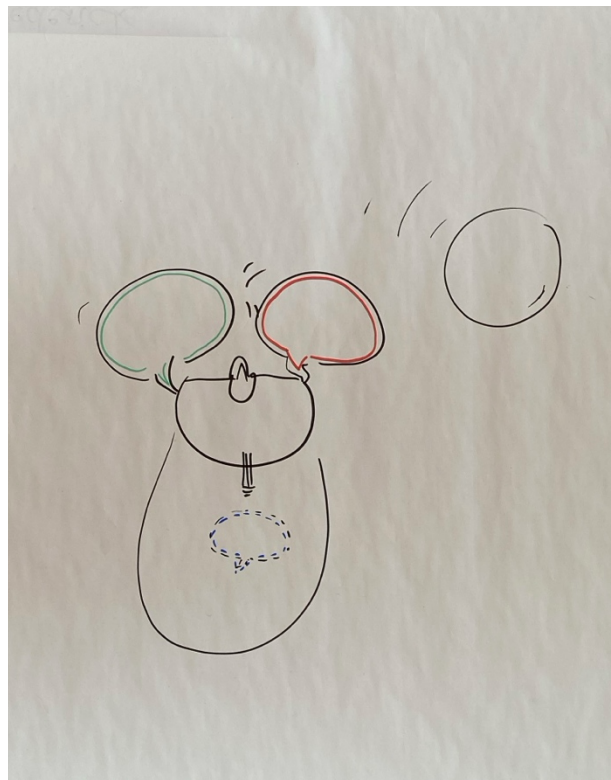


Discuss in groups of four and **draw a picture of the most important item in your backpack».**



Group 1 «**Self awareness**»

Group 2 «**Several people**»



Reflecting your stories you have written, the group discussion, your personal success pattern what is your personal resource in your «ready-for-whatever-comes-backpack»:

Write an «Alphapoem»: Write the letters of your most important resource below each other and write more words or short sentences to summarize what you have learnt during this short expedition in our workshop: .

Example: «Humour»

