



# TRAIN TRAINERS TO TRAIN THE WORLD, ONE TRAINER AT A TIME

SOLWorld 2025 Paut Struik, Jonas Wells & Sussan Öster



IF THERE IS A DIFFERENCE-  
WHAT IS THE DIFFERENCE BETWEEN TRAINING  
TRAINERS AND TRAINING PRACTITIONERS?

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SOME REFLECTIONS THAT WE  
COLLECTED FROM THE  
PARTICIPANTS IN THE  
WORKSHOP:

<sup>SF</sup> Training trainers! May 15, '25  
DIFFERENCE TRAINING TRAINERS vs PRACTITIONERS

maturing process  
to level 'good enough' vs more freedom?

different for different  
audiences (leadership, fac.)

expect trainer to be an  
expert, (and it harder  
to realise that they are

Ask for your example,  
telling me! vs making  
your own discoveries

meta commentary

More than be excited  
about the model -  
a horizon beyond

"The message is  
not the meta -  
message." Bateson

Excellence triangle:

model  
improv - stance

Is the training about SF  
or do we use (some) SF?

↓  
then you are training  
practitioners!

What is a trainer?

Doing any training in  
an SF way makes a  
difference

# AGENDA UPCOMING 90 MINUTES

- Starting question about training trainers!
- We might share:
  - some collected quotes from SF24
  - some insights from our train the trainer journey
  - our model in progress
- You and we might ask some more questions and reflect on the beginning of useful answers
- We can show an example of how we facilitated an exercise in the train the trainers program in Sweden, and some photos.

# WHAT HELPED YOU TO LEARN SF-

COLLECTED AT SF 24

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- Watching videos
- Welcoming community and spirit of generosity in it!
- Rapid introduction to practicing SF
- Trying out the therapy using a co-therapist (and a client)
- A way of thinking, fun
- Radical simplicity - simple but not easy to do  
focus on personal resources  
connecting with more experienced people
- The trainers modelling SF in the way they facilitated - left  
the course thinking I could do this and excited to try it out
- Having the opportunity for lots of practice during training
- Practicing, and hearing stories about how SF helped in real  
life
- Having both training and some academic insight  
It is “positive” and hopeful
- So many "touchable" authors in the community  
It starts when someone tells me about SF
- The warmth of the welcome into the SF Community...the  
difference SF has made for our own thinking. And Klaus  
had a wonderful phrase - we are a community happy to  
share their knowledge to increase everybody's knowledge
- As a family therapist I don't have to know all about the  
problem details to help people thinking about the best  
hope



HOW DO WE SUPPORT TRAINERS FINDING THEIR OWN VOICE?

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# WHAT IS SF ABOUT? IT'S MAINLY ABOUT THE POSTURE & STANCE! FROM GATHERING AT SF24

What does that mean in  
training trainers?





## EFFECT ON US WHILE TRAINING THE TRAINERS?

To teach is to learn twice over. Is then, teaching  
teachers learning thrice over?

How does training the trainers effect our  
SF ways of being?

What does this allow SF to become?

SOME OF  
OUR LESSONS  
LEARNED SO  
FAR IN  
TRAINING  
TRAINERS:

## Lessons learned

- slow down even more
- stories, examples
- ecological being
- parallel process(es!)
- reflection on  
different levels

Index  
SF 24

parallel process

# VISION

Spreading SF exponentially by training more trainers!  
...continuously supporting network with trainers for  
trainers?



# Three core elements in the train the trainer learning journey-

A work in progress model by Jonas Wells and Sussan Öster, developed and used during a Solution Focused one year Train the trainer program 2024 in Sweden.

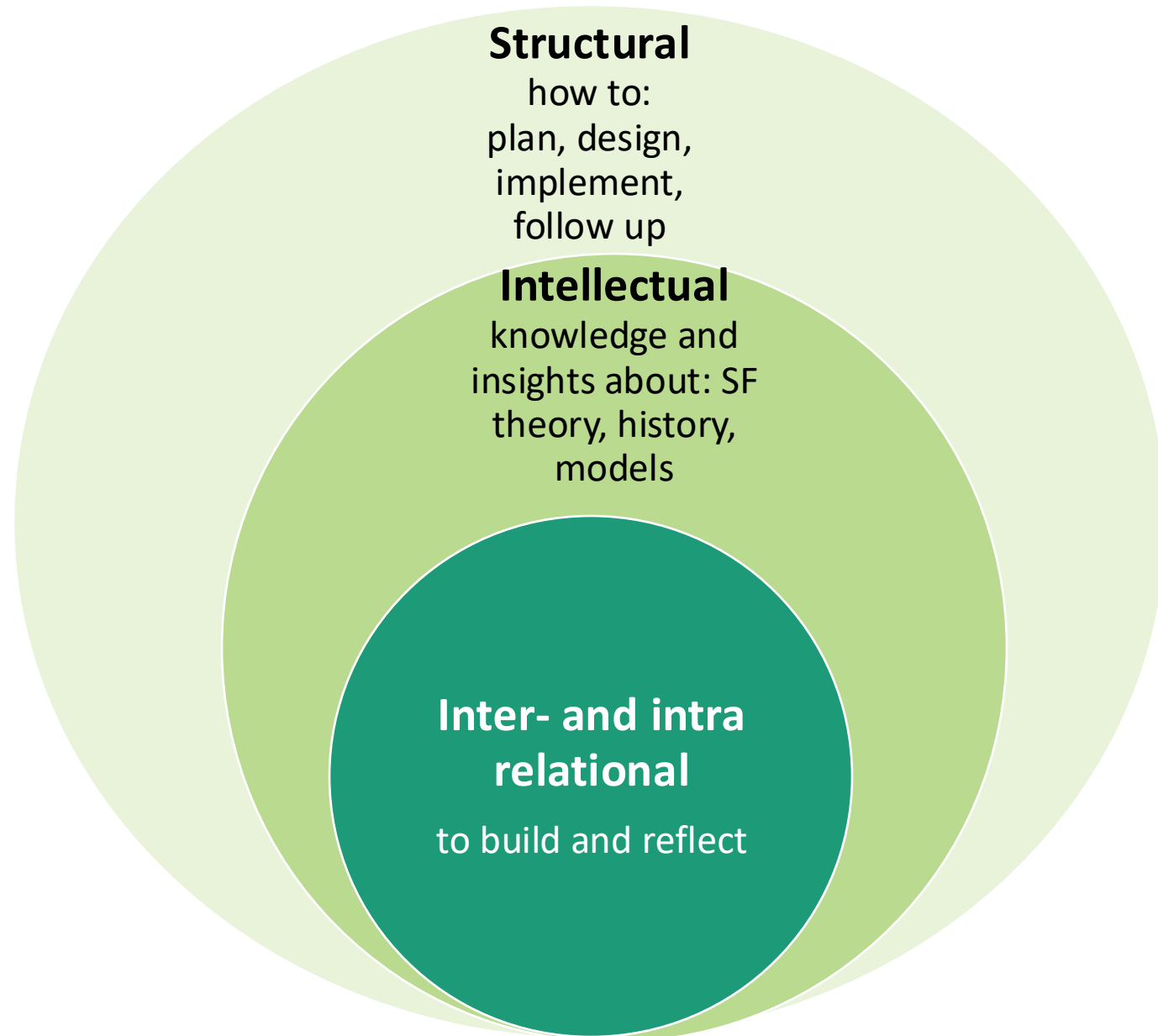
Reflected on during our ws at SOL2025:  
"Train Trainers to Train the World, one Trainer At a Time"

Please contact us on your further reflections and suggestions:

[Jonas.wells@avesta.se](mailto:Jonas.wells@avesta.se)

[Sussan.oster@goodsolution.se](mailto:Sussan.oster@goodsolution.se)

[p.struik@gmail.com](mailto:p.struik@gmail.com)





Train the trainer, Jonas Wells & Sussan Öster, first day march 2024



Train the trainer, Jonas Wells & Sussan Öster, june 2024

A) Read the article "Elements of Solution-focused Training Methodology",  
Katalin Hankovsky and Peter Szabó

From the article:

*How can you design a training or a curriculum when you agree with Heinz von Foerster's statement that knowledge can really not be transferred at all (von Foerster 1998). (von Foerster, 1998: 70)? What do we as educators have to let go of and what can we still shape and create if "knowledge is generated by an individual, and therefore creating an environment which makes these processes of generation and creation possible is essential"?*

B) Discuss

When in my LF training have I experienced real good training? What in the stance of the trainer and the design of the exercises made a real difference for me?

What do I want to explore further in my work facilitating LF training?

C) **Design** a new or re-use an existing LF exercise that you think you can use as SF trainer. Then let us experience it when we meet next time.

C) Design a new or re-use an LF exercise that you think you can use...  
Then let us experience it when we meet next time.



# QUESTIONS FOR THE TRAINING GROUP AFTER EACH STUDY BUDDY GROUP HAS DEMONSTRATED THEIR EXERCISE

*When* is this exercise appropriate/helpful? When more...

What did we learn about *introducing* this exercise, just now, when we were involved in it? What else might be good to think about when introducing this exercise?

*How do we act in a helpful way in the actual execution* of this exercise?

How can we facilitate a rich *harvest* after this exercise?

What are you *most pleased with*... What did you *learn*?



TRAIN TRAINERS TO TRAIN THE WORLD,  
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THANK YOU SO MUCH FOR JOINING US TODAY<3

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WELCOME TO CONTACT US ON YOUR FURTHER REFLECTIONS AND SUGGESTIONS:

PAUT [p.struik@gmail.com](mailto:p.struik@gmail.com)

JONAS [Jonas.wells@avesta.se](mailto:Jonas.wells@avesta.se)

SUSSAN [Sussan.oster@goodsolution.se](mailto:Sussan.oster@goodsolution.se)