

The Solros Positive Conversations Institute

Strengths-Based, Solution-Focused Communication Skills for Schools



The quality of our conversations shapes the quality of our schools. Whether we are leading teams, supporting colleagues, teaching or counseling students, facilitating professional learning, or partnering with families, the way we show up in everyday conversations can have a profound impact on how people learn, grow, collaborate, and move forward.

The Solros Positive Conversations Institute helps participants develop strengths-based, solution-focused ways of thinking, communicating, and supporting others that can be immediately applied in everyday school life. Grounded in the science of positive psychology and person-centered coaching, the Institute invites participants to experience these approaches for themselves and then learn how to use them intentionally in conversations that support the learning and growth of others.

Through research-informed learning, reflection, collaborative exploration, and hands-on practice, participants develop practical approaches that can strengthen leadership, teaching, mentoring, professional learning, student support, family partnerships, and everyday interactions with colleagues. The Institute can be completed as a one-day foundational learning experience or a two-day pathway into practical coaching skills, with flexible online options also available.

Positive Foundation Program 1 day in-person or 3x 2-hour online workshops	Core Coaching Skills for Positive Conversations 1 day in-person or 3x 2-hour online workshops
<i>Get Started with Strengths-Based, Solution-Focused Communication and Collaboration</i> Discover practical, evidence-based approaches rooted in the science of positive psychology that can strengthen your energy, performance, relationships, and everyday interactions. Positive Foundation explores how understanding and intentionally using your strengths can increase energy and impact, how a solution-focused approach can help you direct attention toward possibilities and progress, and how strengths-based practices can strengthen the way you communicate and collaborate with others. Through your Strengths Profile assessment, interactive activities, peer conversations, and practical application, you'll develop new perspectives and approaches you can immediately put to work in your personal and professional life.	<i>Develop Practical Coaching Skills for Supporting Others in Everyday Conversations</i> Discover how non-directive, person-centered positive psychology coaching helps others recognize and activate their existing internal and external resources This program introduces participants to the eight ICF Core Coaching Competencies* and explores how strengths-based, solution-focused dialogue can be used to make a positive and productive difference in every interaction with the people they coach and support. Through hands-on practice facilitating laser coaching conversations with simple and flexible frameworks, participants develop the mindset, skills, and confidence to coach effectively within a concise timeframe and apply what they learn in everyday interactions with colleagues, students, parents, and caregivers.
Explore how to... • Discover the relationship between strengths and energy • Optimize known strengths and activate hidden talents • Focus attention on possibilities, resources, and what is already working • Apply a solution-focused conversation framework to meetings and 1:1 conversations • Develop skills for noticing and naming strengths in everyday conversations • Use a strengths perspective to strengthen collaboration and navigate challenging conversations	Explore how to... • Adopt a person-centered coaching mindset that supports growth, agency, and autonomy • Listen - and hear - with greater presence, curiosity, and empathy • Ask powerful questions that deepen reflection and thinking • Move beyond advice-giving to facilitate meaningful learning conversations • Build trust and psychological safety in conversations through coaching ways-of-being • Reduce your own stress and workload by boosting ownership and motivation in others
Who is it for? Everyone. Positive Foundation Program is designed for teaching and non-teaching staff across the school community who want practical, research-informed ways to support their own personal and professional growth while strengthening communication and collaboration with others. Positive Foundation can be taken on its own as a complete foundational learning experience, or followed by Core Coaching Skills to further apply what you've learned in everyday conversations that support others.	Who is it for? People who coach or support the learning and growth of others. This includes leaders, teachers, teaching assistants, counselors, instructional coaches, mentors, facilitators, HR professionals, student support staff, business and operational staff, and others interested in developing coaching-based conversational skills. Previous Positive Foundation Program and Positive Leadership Program participants can join directly. Core Coaching Skills is also the first step toward becoming a Solros Certified Positive Peer Coach and pursuing the ICF ACC credential.

Beyond the Institute: Continue Your Coach Education Journey

For participants who wish to continue developing their coaching capability, Core Coaching Skills for Positive Conversations provides the requisite foundation for the next stage of the Solros coach-development pathway.

- **Positive Peer Coach Training and Certification** - Continue strengthening your coaching mindset and skillset through self-paced learning, structured group coaching practice, observed coaching session, reflection, and individualized feedback from your Mentor Coach. Graduates become Solros Certified Positive Peer Coaches, ready to facilitate group coaching and professional learning within your school, using materials provided by Solros.
- **ICF Associate Certified Coach (ACC) Credential** - Certified Positive Peer Coaches who wish to continue their professional coach development can progress to the Solros ICF Certification Practicum. The Practicum builds on the coaching foundation developed through the Institute and Positive Peer Coach Training, supporting participants as they deepen their coaching practice and complete the Solros ICF Level 1 Program pathway to pursue the ICF ACC (Associate Certified Coach) credential, an internationally recognized professional coaching qualification.

**Solros coach-training programs are accredited by the International Coaching Federation (ICF).*

What People Say About the Positive Conversations Institute

- “This program has helped me accept that people are experts in their own lives. I see the value of giving them agency and being a guiding listener rather than a problem solver. I learned more about being gentle and understanding.”
- “I’m making connections and thinking of multiple ways to use these skills with my peers, students, and bring it back to my admin to hopefully make bigger changes across our school and the way we approach coaching/communication.”
- “I’m learning to be there for the person, not to be the problem solver.”
- “I’m celebrating being a better questioner.”
- “This workshop helped me be a better listener.”
- “Putting myself in the shoes of coaching and being coached is so important for building a model and leading a team of coaches.”
- “I have a plan to develop teacher agency through peer coaching.”
- “I wanted to reconnect with my coaching background and I really got to do it! Also, I learned so much from my coaching group and experiencing all 3 roles (coach, client, observer).”
- “The peer coaching helped me clarify my ideas.”
- “This workshop was a good refresher on the role of a coach - not being the solver of all problems.”
- “This workshop reinforced that word choice is very powerful.”

Bringing the Positive Conversations Institute to Your Community

The Positive Conversations Institute is offered in person or online, making it possible to create a learning experience that works for your school, organization, or professional community.

Schools can bring the Institute directly to their staff, either in person or through a series of interactive online workshops. The flexible format also allows a broad group to participate in the Positive Foundation Program, with a smaller group continuing into Core Coaching Skills for Positive Conversations.

The Institute can also be hosted regionally, bringing together participants from neighboring schools, or offered in partnership with associations and professional networks. Individuals and small groups can join scheduled online or regional Institutes, and previous Positive Foundation Program and Positive Leadership Program participants can join Core Coaching Skills directly.

To explore hosting the Institute for your school, association, or network, please [schedule a conversation with Solros Founder Kristin Lowe](#) to discuss your target audience and delivery preferences. We hope to connect with you soon!

About Solros

[Solros Development Group](#) helps individuals and organizations create positive futures through the everyday conversations that shape how we learn, lead, communicate, and grow. Drawing on positive psychology, professional coaching, strengths-based development, and solution-focused approaches, we create practical learning experiences that help people bring evidence-informed ideas into everyday practice. Through training, coaching, facilitation, resources, and consulting, we support individuals, teams, and organizations in developing the skills and internal capacity for meaningful and sustained growth.