

Explaining NLP to your employer

One of the questions that we often receive from people looking into NLP training is how to gain support from their employers.

Many people are already convinced of the personal applications of NLP, and we see this as directly beneficial in many areas of the work environment. However, not all employers prioritise the health and happiness of their employees, so here are some arguments that you may find helpful.



Goal setting

Organisations thrive on the setting and achievement of goals. NLP has comprehensive processes that you can apply to a whole range of goals. You can use these to create outcomes which have the maximum chance of success. You can also use these to coach other people towards setting outcomes that mesh with those of the organisation.

Communication

NLP approaches communication on many levels. It includes principles that can increase the clarity of verbal and written communications. It also includes training to make the most of the non-verbal sides of communication – how to make the most of posture, rhythm and tonality to create connections with people, to better understand their needs and to communicate your own.

Values and motivation

Though this is far from universal, many forward looking businesses consider that a healthy business attends to more than its financial bottom line. People do work for money, and businesses need money like people need oxygen. At the same time, businesses thrive when they have motivated employees. Having a frame to talk about values and a means of aligning them with work often motivates employees far more effectively than simply offering more money. NLP supplies such a frame.

Systems thinking

NLP helps people see how systems work. Often when we implement a change, there are unforeseen and unwanted consequences elsewhere in the system. Learning a more systemic approach helps predict the unwanted side effects and find the point at which the greatest change can be created with the minimum effort. Our courses are designed from a systems thinking point of view, and the techniques of NLP are also applied systemically. Consequently it is a rich learning environment for people who want to develop their ability to plan systematically.

Recognising personal limits

Many people are limited in what they achieve not by their innate ability but by their beliefs or the strategies by which they operate in different situations. NLP teaches ways both to analyse and learn to apply successful strategies in different fields.

Equally, NLP has ways of identifying when limits are based on beliefs, or a sense of identity - most people with a degree of intuition can identify these limits. NLP adds approaches that allow the change of beliefs far more effectively than logical argument or ordering people from a place of authority.

Presence and presentation

Public speaking is frightening to many people, but business life is full of presentations, sales, interviews, and meetings. Being able to manage your state is crucial to successful presentation – and NLP is full of methods that can help you manage your state. Equally importantly, you can use those methods to help lead other people to more resourceful states. Beyond the question of states is having presence – the ability to stand up or stand out as who you are can allow you to think, and to influence in a great variety of situations with integrity.

Summary

NLP's applications are very wide, but hopefully you have found the above small selection useful as a framework you can adapt for your own situation.

Some of the areas covered may apply better in your position than others and you may find it more effective to take one strand and develop it for the people who make the decisions. You'll get the other parts on the course anyway.

If you would like more information or help in adapting an approach to your employers then we are available to help.