

# Neuro-linguistic programming

*Making a difference with this key tool...*

**N**LP skills have wide application in the field of business and leadership and much can be gained by managers utilising these skills in the public sector. What is not so widely known is that the skills, attitudes and applications of NLP have relevance and wide application in the areas of teaching, training and learning. These skills can also be applied to the teaching and training of a range of skills and behaviours.

NLP is not a therapeutic or business model; it is a learning model. Within NLP there is the assumption that people are not 'broken' so don't need fixing. They are uneducated in how to use their brain in the most positive and effective way. In taking this as our starting point, NLP provides an elegant and effective way of changing behaviours that are unhelpful or not working, both for the individual and the organisation.

The META team are experts in applying NLP to a wide range of training situations and subjects. We are unique in that we not only use NLP to teach NLP; we use NLP to train others in a range of skill areas.

Within the field of teaching and training and learning, our research and applications have made significant improvements in the teaching of basic skills, such as literacy and numeracy, being particularly effective in working with people with learning differences such as dyslexia, dyspraxia and ADHD.

Even a small amount of training can have significant results. In the Durham project, which was supported by Durham Education Authority, we trained 25 teachers from five schools in the application of NLP to teaching and behaviour management for 2 days. The teachers undertook some targeted research and then reported their results. The results were impressive. For

example one class improved their spelling test scores – from 18% attaining 100% to 71% attaining 100% – by making four changes to the way spelling was taught. These improvements were gained in three weeks.



NLP for teaching and learning is not just applicable to children; in fact, adults benefit in many ways, too. One of our flagship developments over the past 18 months is the Advanced Learning Practices programme developed for the National Skills Academy for Manufacturing. The Leitch report identified that there was much to do to close the skills gap if UK plc was to remain globally competitive. The Academy recognised that the content was well defined but, to close the skills gap, trainers needed a range of skills that would enable them to train faster, making the learning easier and more powerful. We created an eight day programme, leading to a NLP practitioner qualification that started from a different position. We train the trainers in the most effective learning methodologies, models and practices, utilising NLP accelerated learning. So far 300 trainers have benefited from this programme and the feedback is extremely positive. One training organisation completely redesigned its material based on just the first two days of training.

The META training team have a broad spectrum of backgrounds in the public sector, including; primary, secondary,



*Kate Benson, Director*

and further education, libraries and museums, public services and health services. Our training programmes are bespoke

to an organisation and can range from a few hours to a full training programme of eight days. We aim to identify clearly what is the organisation's specific outcome, and design the programme to meet this requirement. Some examples of the range of applications we have developed include: managing challenging and difficult behaviour, working with challenging teenagers, motivational interviewing for addiction problems, diversity and equality, and delivery of Staying Safe and Every Child Matters.

We are very proud to be the only organisation approved by the Society of NLP to deliver the Certificate in Teaching Excellence programme and are working closely with educational institutions to ensure their staff truly 'make a difference'.

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