Programme on

Tapping Leadership Potential through NLP

(January 27-31, 2025)

Administrative Staff College of India
(accredited as उत्कृष्ट by Capacity Building Commission, GoI)

INTRODUCTION

The fast-changing business scenario and an increasingly competitive environment are sending strong signals for change in organizational culture and managerial practices. Organizations that have largely been static and mechanistic, so far, need to become dynamic, organic and innovative now. Managers, therefore, have to reorient their functioning by shifting attention from more efficiency in performance to effectiveness and excellence through refining the inter-departmental and intra organizational management processes.

Leading is about inspiring yourself and others to work towards a vision and mission and purpose in which the team believes in instead of telling people what to do. It is about finding unique ways of using your talents instead of using old processes (or programs) from the past. NLP is concerned with developing our awareness of others and ourselves so that we each find our own way to do what we want to do. More than anything, NLP is a way of continually learning that what works today will be different from what worked yesterday and what will work tomorrow.

Identifying leadership potential, determining the right development actions for them, and putting high potential individuals into key development roles quickly can differentiate successful organizations. Sometimes leadership potential means becoming more professionally competent in an area of the organisation that the individual is already working in, sometimes it means taking on new responsibilities in another area of the organization, and sometimes it means taking on leadership responsibilities. What we do know is that Leadership potential, regardless of the direction, involves a combination of both personality and cognitive ability

NLP methodologies enable people to modify beliefs, feelings and behaviors that used to hold them back and assist them in taking on new ways of speaking, learning, deciding, feeling and acting. And organizations need people who can communicate, relate, manage time, motivate and develop their own and others' performance; one way to do this is by pinpointing the precise qualities of thinking, emoting, speaking and acting used by effective change agents so that they can train their people to do the same.

Neuro-linguistic Programming (NLP) is a set of principles, models, and tools for learning, communication, and change. It describes the workings of the mind and how verbal and non-verbal language is used to communicate our thoughts.

NLP is the study of our thinking, behavior and language patterns so that we can build sets of strategies that work for us in making decisions, building relationships, starting up a business, coaching a team of people, inspiring and motivation others, creating balance in our lives, negotiating our way through the day, and above all, learning how to learn.

We have strategies for everything we do. The good news is that we can learn how to refine existing strategies as well as redundant.

CONTENT

Session 1: Introduction to NLP and Leadership

‣ **What is NLP?** Overview of Neuro-Linguistic Programming, its history, and applications in leadership.

‣ **The NLP Communication Model:** Understanding how we perceive the world, process information, and how this impacts leadership.

‣ **The Power of Language in Leadership:** How words shape thoughts and behaviors, and how leaders can use language effectively.

Activity: Participants engage in an NLP self-assessment to identify their thinking and communication patterns.

Session 2: Building Self-Awareness and Emotional Intelligence

‣ **Self-Awareness in Leadership:** How understanding yourself is key to understanding and leading others.

‣ **Emotional Intelligence (EQ):** Applying NLP techniques to improve emotional regulation, empathy, and social skills.

‣ **The Meta Model:** Using NLP questioning techniques to identify and challenge limiting beliefs and assumptions.

Activity: Participants practice the Meta Model through role-playing to improve clarity in communication and challenge unhelpful thought patterns.

Session 3: Enhancing Leadership Communication

‣ **NLP Rapport Building Techniques:** How to establish rapport quickly and authentically with team members.

‣ **The Power of Nonverbal Communication:** Understanding the role of body language, tone, and pace in leadership communication.

‣ **The Milton Model:** Using positive and influential language to inspire and motivate teams.

Activity: Role-playing exercises where participants use NLP rapport-building techniques and the Milton Model to influence and motivate others.

Session 4: Shifting Mindsets and Reframing Perspectives

‣ **The Power of Reframing:** How leaders can change the meaning of situations to turn challenges into opportunities.

‣ **The NLP Model of Change:** Techniques for facilitating mindset shifts in yourself and others to foster a growth mindset.

‣ **Anchoring Positive States:** Using NLP anchoring techniques to trigger positive emotional and mental states for peak performance.

Activity: Participants practice NLP reframing and anchoring techniques to shift their mindset and cultivate a positive leadership state.

Session 5: Managing Stress and Overcoming Challenges

‣ **NLP Techniques for Stress Management:** Identifying stress triggers and using NLP tools to stay calm under pressure.

‣ **Reframing Stressful Situations:** How leaders can shift their perspective to see challenges as opportunities.

‣ **Visualization for Leadership Success:** Using NLP visualization techniques to mentally rehearse difficult conversations or decisions.

Activity: Participants engage in guided visualization exercises to prepare for challenging leadership situations and manage stress effectively.

Session 6: Developing Influential Leadership

‣ **NLP for Influence and Persuasion:** How to use NLP techniques to inspire trust and influence decision-making in teams.

‣ **Pacing and Leading:** Using these NLP techniques to guide conversations and behaviors towards desired outcomes.

- **Language Patterns for Persuasion:** Leveraging NLP language patterns to craft messages that resonate with and motivate others.

Activity: Participants practice pacing and leading techniques in a simulated negotiation scenario to influence team members or stakeholders.

Session 7: Problem Solving and Decision Making
- **The NLP Strategy for Problem Solving:** Using NLP strategies to break down complex problems and identify solutions.
- **Perceptual Positions:** Gaining new perspectives on problems by viewing them from multiple angles (self, other, and observer).
- **Chunking Up and Down:** Techniques to zoom in or out on issues for better clarity and understanding.

Activity: Participants use perceptual positions and chunking techniques in a group exercise to solve a leadership-related problem.

Session 8: Leading with Empathy and Authenticity
- **The Role of Empathy in Leadership:** Using NLP to enhance emotional connections with team members.
- **Authentic Leadership through NLP:** How to remain true to your values while incorporating NLP techniques to lead effectively.
- **Creating a Vision with NLP:** Developing a compelling vision for your team or organization and communicating it effectively.

Activity: Participants work on creating and presenting a leadership vision using NLP techniques that inspire and motivate others.

LEARNING OUTCOMES

By the end of the training, participants will:
- Understand the principles of NLP and how to apply them in leadership contexts.
- Develop stronger self-awareness, emotional intelligence, and communication skills.
- Learn how to build rapport, influence teams, and resolve conflicts using NLP techniques.
- Master techniques for managing stress and enhancing decision-making as a leader.
- Use NLP to foster a growth mindset, build resilience, and lead with empathy and authenticity.

TRAINING METHODOLOGY

- **Interactive Lectures:** Introducing NLP concepts and their applications in leadership.
- **Role-Playing and Simulations:** Participants practice NLP techniques in real-world leadership scenarios.
- **Group Discussions:** Collaborative discussions on leadership challenges and NLP solutions.
- **NLP Exercises:** Practical exercises for participants to integrate NLP tools into their leadership style.
- **Case Studies:** Analysis of leadership situations where NLP has been applied successfully

PARTICIPANT PROFILE

Middle level executives, HR Professionals and working professionals interested in enhancing leadership competencies through Neuro-Linguistic Programming.

Organisational sponsorship is essential

VENUE

The programme is fully residential and the participants will be accommodated in air conditioned single occupancy rooms. The college does not provide accommodation for the family. The college is Wi-Fi enabled in a comprehensive way.

DURATION

The programme duration is 5 days starting from **January 27-31,2025**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: Rs. 69,500/- (US $1086 for foreigners) plus GST as applicable, presently 18% per participant. The fee covers tuition, board and lodging, courseware (in electronic form), and other facilities of the College including internet usage.

Non-Residential Fee: Rs.59,500/- plus GST as applicable, presently 18% per participant. The fee covers tuition, courseware (in electronic form) working lunch, and other facilities of the College including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account before **January 24, 2025.**

> **Note:** Kindly forward us the details of Bank/Wire transfer of fee payment indicating the Programme Code (Prg/24 - 25/1/133) to poffice@asci.org.in for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
IFSC Code	SBIN0020063
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
Swift Code	SBININBB327
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082.
Country	India

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominees' medical coverage in the event of hospitalisation.

Administrative Staff College of India (ASCI) is taking all the precautionary measures and following all the norms (in light of COVID 19) to provide a safe environment for the participants who are visiting our Campus to attend the Training Programmes.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **January 13, 2025.** Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

January 20, 2025. Any withdrawals after this date will entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI alumni association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

Prof. J Swarnalatha
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ASCI
Leadership through Learning

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ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, (India)

Nomination Form

Programme on

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Nominee's Contact Information :

Name (Mr/Ms) : _____ Date of Birth : _____

Designation : _____ Qualification : _____

Organisation : _____

Address : _____

Phone(s) : (Off) : _____ (Mobile) : _____ Home : _____

e-mail : _____ Fax : _____

Sponsor's Details

Name of the Sponsoring Authority _____ Designation _____

Organisation : _____

GSTIN No. : _____

Address : _____

_____ Pincode : _____

Phone(s) : (Off) : _____ (Mobile) : _____

e-mail : _____ Fax : _____

Fee Particulars

Amount Payable :	Mode of Payment (DD/Chq/NEFT) :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT :

Medical Insurance

Name of the Insurance Agency	Policy Number	Validity upto
Note : Coverage should be available in Hyderabad, India		

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Sreenivasa Reddy**, **Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in