

NLP Hybrid Delivery Manifesto

We are exploring better, more adaptive ways to reach people with the great ideas of NLP.
In taking this journey, we have come to value:

- ◆ Experimenting with flexible approaches
 - ◆ Meeting our students' needs
 - ◆ Supportive online communities
 - ◆ Using available interactive technologies
 - ◆ Creative and varied delivery approaches
- over adherence to prescribed methods
over delivering a recognised curriculum
over isolated study
over broadcast lectures and printed manuals
over seeing 'in the room' as ideal

The 14 Principles of NLP Hybrid Delivery

- 1 Our highest priority is inclusivity: to make quality NLP training accessible to as many people as possible.
- 2 Provide quality online training material for self-paced learning of students, working to their own lifestyle and time constraints. Honour their preferences by enabling them.
- 3 Use personal instruction by the trainer as a high-impact resource when the benefits of interactivity are clear.
- 4 Have flexible delivery options always on hand to allow programmes to pivot as the world changes.
- 5 Make use of varied media, appealing to all student modalities, enabling them to engage with the approach that best suits their preferences.
- 6 Recognise that rapid feedback, whether provided by a trainer, a colleague or a system, is a crucial part of learning.
- 7 Offer modular courses that address particular personal or professional needs, and which build towards full certification objectives.
- 8 Celebrate the unique perspective and rich experience of each NLP trainer.
- 9 Generate true communities among students. Enable them to benefit from each other by sharing their insights and having their human social needs met.
- 10 Make use of online gamification to enable those students who are motivated this way to have a sense of progress/achievement/improvement.
- 11 Monitor the progress of students and supportively interact with those who are insufficiently proactive.
- 12 Use conferencing technologies with groups or individuals to provide access to trainers and colleagues in a flexible way.
- 13 Prefer training delivery solutions that enable trainers and students to minimise their carbon footprint and help protect the planet.
- 14 See ongoing changes in training expectations as a wonderful opportunity to evolve and improve delivery.

**NLP is about maintaining creative flexibility.
Flexibility must be evident in the ways training is delivered.**



Learn more at www.crsquared.co.za

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With acknowledgements to the Agile Alliance for their brilliant approach to presenting a manifesto. We model excellence when we see it.