International Association for Neurolinguistic Programming

N L P Connection

The International Association for Neuro-Linguistic Programming

Vol. VIII, No. 4 $5.00 July/August 1993

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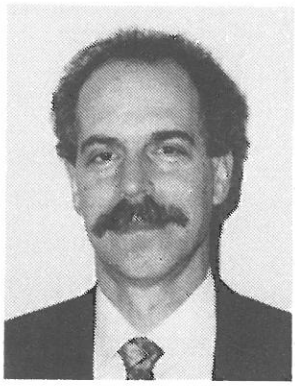
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Farewell Message:

'92-93 President's Annual Report to the Membership



Douglas J. Sauber, M.Ed.

This year, IANLP is 10 years old. In Western culture, we have a tendency to mark off decade-long periods as significant, and to think of them as providing transition points. For us, I think that this particular point is significant in a number of ways: a lot is going on in our association this year, and we will have some significant decisions to make in the coming years.

A year ago, during our 1992 conference in Orlando, a member of IANLP stopped me to talk about the association. Many did so during that conference, and like most, this member wanted to offer me comments about the association and suggestions for the future. As I listened, I realized that this member's message was that I had been doing a terrible job as President. Since I had not yet taken office, I was somewhat surprised. When I had this same experience several times, I began to think that there was something going on here.

In fact, a lot has been going on this year. Our special interest groups have been more active, with newsletters and a special Business Interest Section Forum at this conference. Local NLP groups have been forming in many areas; some of these are affiliated with IANLP, some are seeking affiliation, and some are independent or more informal in nature. And note that these groups are forming not only in North America, but around the world. Local, national, and regional NLP groups are forming in every area where people live and work.

There were four strong Regional Conferences this past year. Each was larger than expected, indicating a still growing interest in NLP and in what the association has to offer. Each was interesting and exciting, and an indication of what we can do together.

Since I've mentioned volunteers, I want to note that almost all of the people who work as part of this association are volunteers. They

(cont. on pg. 3)

Training From East To West

When you join an NLP Comprehensive Training, you're joining a network of people that reaches across the United States. With four institutes and eleven Practitioner and Master Practitioner Certification Trainings, you have more opportunity than ever to master NLP.

All of our trainings use the Practitioner and Master Practitioner training design developed by Steve and Connirae Andreas and the NLP Comprehensive Training Team. Our top-quality trainers, with a variety of styles and specific expertise, ensure a consistent level of excellence—wherever you decide to take your training.

Training Starting In Your Area:

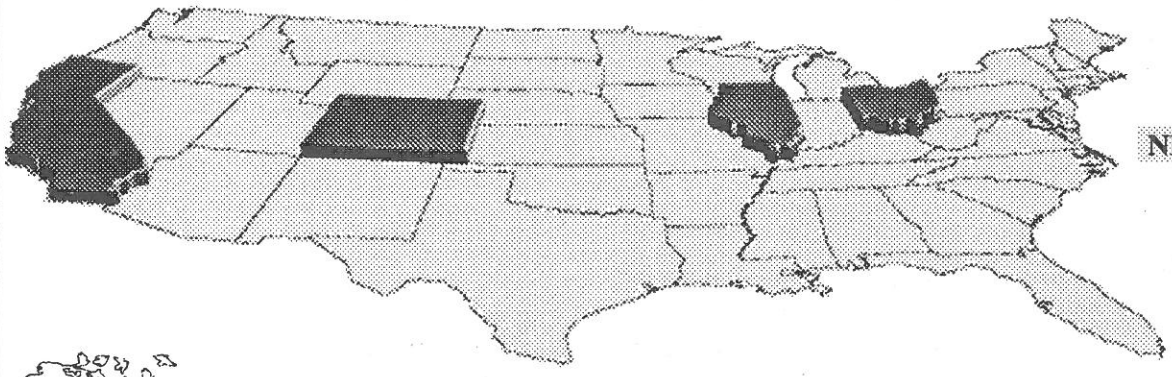
NLP Institute of California
San Jose, California
Practitioner Starts October 8, 1993
Master Starts November 5, 1993

NLP of Ohio
Columbus, Ohio
Practitioner Starts October 22, 1993
Master Starts October 15, 1993

NLP Comprehensive
Denver/Boulder, Colorado
Practitioner Starts October 29, 1993
Master Starts October 15, 1993

NLP Institute of Chicago
Practitioner Starts January 21, 1994

Call The Institute in Your Area For a Current Training Schedule!



NLP Institute of California
Tom Dotz
P.O. Box 12
Felton, CA 95018
1-800-767-6756
(408) 335-3858

NLP Comprehensive
Steve & Connirae Andreas
4895 Riverbend Rd., Ste A
Boulder, CO 80301
1-800-233-1657
(303) 442-1102

NLP Institute of Chicago, Inc.
Michael J. Banks, Ph.D.
Virginia Brubaker
Klaus Boettcher
P.O. Box 25184
Chicago, IL 60625
(312) 271-9578

NLP of Ohio, Inc.
Tamara Andreas
John Parmater
703 Bryden Road
Columbus, OH 43205
1-800-229-4657
(614) 221-0006

NLP Comprehensive
Founded by Steve and Connirae Andreas, 1979

▼ IANLP Leadership Roster, '93-94 ▼

▼ Executive Committee

President	Teresa Robbins
President-Elect	Carl Palmer
VP/Program	Sallie Sue Stokes
VP/Membership	Edna Clay
Secretary	Lynda Fudold
Treasurer	Rene' Pfalzgraf
Immediate Past President	Douglas J. Sauber

▼ Board of Directors

Past President	Wyatt Woodsmall
Regional Representatives	
Northeast	Rachel Hott
Southeast	Rebecca Ewing
North Central	Gordon Gamm
South Central	Marvin Sadovsky
Pacific	Richard Diehl
Mountain States	Cal Bennett
Western Canadian	Gordon Sherley
Eastern Canadian	Shelle Rose Charvet
International	Isabel Aguilar-Bailey
Standing Committees	
Finance	Rene' Pfalzgraf
Program	Sallie Sue Stokes
Legal & By-Laws	Carl Palmer
Nominating & Elections	Doug Sauber
Professional Guidelines	Steve Davis
Ethics	Deanna Sager
Research	Oakley E. Gordon
Membership	Edna Clay
Management	Pat O'Reilly
Public Information	Tim Hallbom
Local Chapters	Carl Palmer
Sections Liaison	Laura Shaw/IANLP
Long-Range Planning	--open--
Public Relations	Duanne Struck
Editorial	Diane Famiano Lutzinger
Grievance	Shelle Rose-Charvet
Legislative	Linda Fitch

▼ Advisory Board

Leslie Cameron-Bandler	Jack Canfield
Richard Clarke, Ph.D.	Cory de Torres, Ph.D.
Robert Dilts	Dot Feldman
Marilyn Ferguson	Lucy Freedman
Kay Grask	George Leonard
Anne' Linden	Martha Wiglesworth
J. Rene' Wilett, Ph.D.	Kathryn Williams,Ph.D.

Virginia Satir *(in memorium)*

▼ Interest Sections

Business	Peggy Dean	(404)988-9186
Education	Edna Clay	(205)881-0884
Clinical	Karen Edwards	(508)927-0585
Modeling	Wyatt Woodsmall	(703)979-3835
Health	Albert Nehl	(404)336-5521
	Dan Pesut	(803)787-3217
Training	Ardie James	(808)521-0057
	Rachel Holt	(201)509-9599
Research	Oakley Gordon	(801)586-7899

For general information about interest sections, call Laura Shaw at IANLP, (317) 841-8038.

Association Manager Laura Shaw

President's Farewell, *cont. fr. pg. 1*

donate their time (for some upwards of 20 hours a week throughout the year) and they often support the association with donations of cash and services. Please remember when you contact a Board member, a committee chair, or committee member that that person is a volunteer who is trying to juggle a commitment to IANLP with little things like earning a living, attending to family, perhaps school of one kind or another, and oh yes, taking care of their own personal needs. Given our current structure, volunteering to be part of the leadership of IANLP is often demanding, and in the short term, unrewarding. The people who do it are doing it because they recognize the importance of the work, and because of their commitment to the NLP community. I hope that they are appreciated.

Back to the activities of the year. The IANLP training Guidelines Seal, which indicates an NLP certification training that meets the IANLP guidelines, is in use. Those voluntary Guidelines provide a minimum standard for content and process in NLP certification trainings; the development of the seal begins to give the NLP community and the general public a way to understand the differences and similarities among trainings. I hope that this will begin a cooperative process through which the certificates that the many NLP institutes offer come to mean a common standard of excellence and professionalism in NLP.

We formed a Legal Action Committee which has begun the process of gathering and distributing information about the status of NLP practitioners in the various legal entities in which we live and work.

For a number of years, members have been asking for a generic, "What is NLP?", brochure that they could give to others who were interested. In this year, we contracted to produce that brochure, and the first, sketched out drafts have been reviewed by the Board. I expect a draft will be available for comments soon, and that a final product will be available late in this year.

In this year, the Board and management of the association have begun to operate in a more business-like manner. For the first time in years, for example, each "cost center" had a formal budget that they were expected to work within. In many areas, the Board and its committees are setting procedures and practices that make it more accountable and effective. This process has only begun; if we want it to continue, we will have to make sure that the people whom we elect to office are committed to creating a strong organization that offers continuity, accountability, and effectiveness in our service.

While all this has been going on, there has also been discussion and rumor that the association was falling apart, was perhaps about to collapse. While the reports of our demise are exaggerated, they are not totally without foundation. If we want IANLP to

(cont. next page)

continue to exist, to develop and grow, we will have to make some commitment of resources and effort to ensure that it does.

In earlier years, we were all just so glad that IANLP, then NANLP, existed; that we were satisfied just to be part of it. When issues arose that might create division amongst us, we tended to table them indefinitely. Nothing was allowed that might threaten our connection, our ability to come together. That has changed in the past year. It is no longer enough that IANLP exists -- IANLP must take action that reflects the interests and needs of its membership. This new, developing attitude is a positive sign of our growth as an organization. It also poses risks for the organization, just as adolescence poses its own risks for the individual.

I've often been reminded this year of a story that I used to tell a lot. It is a lovely story, which goes like this:

An old Indian chief was sitting around the fire with his tribespeople, passing a pipe. He was very old, and very wise. He had led his people for a long, long time, and was well respected. This night he was very quiet, much quieter than he usually was. As the night wore on, and still he was silent, his people began to wonder, and to glance secretly over at him. No one would have thought to interrupt his thoughts, however. Finally, late in the night, he began to speak. He spoke softly, and everyone leaned closer to hear what he was going to say. He said, "Inside me I have two dogs fighting. One is the dog of respect, caring, generosity, love, closeness, and good will. The other is the dog of selfishness, hatred, anger, rigidity, meanness, and a cold heart. They are fighting to the death, and the dog who wins will rule my heart." He fell silent again, staring into the fire. There was a moment when all were still listening, hoping to hear more, and then, if you were listening, you could hear that hum that comes when people in a circle are whispering to one another. After a bit, the bravest of them all asked in a quiet, hoarse voice, "Tell us chief, which dog will win." All were silent again, as the people waited to hear the response. Finally, the chief looked up from the fire and around the circle. "The one I feed," he said, and looked down again.

I liked this story a lot, and used it often, until one day in a seminar a trainee and I were talking about it. It was, in part, a personal change-oriented seminar, and I had just told that story to her. As we talked, it came clear to both of us that the story did not match our experience. You see, this story implies (if I was to use NLP jargon, I might say, presupposes) that that which is not fed somehow becomes weaker than that which is fed. But that is not what usually occurs when there is a part of us that we refuse to feed. When we refuse to feed a part of ourselves, refuse to see or acknowledge a part of ourselves, that part doesn't get weak, and doesn't die off. Instead, that part tends to get hungrier and hungrier. Eventually, it can become ravenous, ready to devour anything in sight. It waits in the darkness to which we consigned it, waiting for any opportunity to escape and feed. When it does get out, it seems just as terrible as the chief's second dog seemed to him and to his tribe, and like the chief, most of us just want to find a way to get rid of that dog.

It is my opinion that this process is occurring in our association. We spent almost ten years ignoring our individual differences because we were afraid that expression of those differences would shatter our connection. Now that those differences cannot be suppressed any longer, they are strong and urgent. Our task is to find a way to deal with our differences that also allows us to retain our awareness of the commonalities that connect us.

How are we to deal with our differences? In many ways, those differences seem to outweigh what we have in common. We do not have a common profession, do not have a common culture, or live near one another. In fact, in general, we are not "organization" people; we tend to be more entrepreneurial, more individualistic, in spirit. What we want in our lives and from IANLP varies greatly; when we begin to express our desires and needs urgently and forcefully, how are we to maintain any sense of community?

Our association <u>is</u> at risk. Many of us are angry and frustrated because "they" don't follow our suggestions, don't get things done quickly enough. Worse yet, "they" often may seem to move in the wrong direction. There are those in the association who want more attention to group rapport and morale. There are those who want the organization to follow correct organizational procedures, believing that rapport is a secondary issue. There are those who want more ethics, those who want more standards, those who want more conferences, those who want a more international focus, those who want more networking, those who want more benefits of many kinds, those who want fewer standards, those who want less attention to ethics, those who want fewer conferences . . . I could go on and on. And those who are frustrated and angry at what they perceive as IANLP's lack of progress are getting angrier and more frustrated.

Each time an issue is raised, sides are taken, and people begin to get angry at one another. In recent months, some have taken to expressing their opinions and feelings by threatening to leave if they don't get what they want, others offer angry tirades, some make quietly passionate appeals. There have been personal insults, demands for punishment, threats to resign if such punishment is not carried out, and a couple of resignations.

As an association of people committed to an orientation and set of tools for excellence in

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◆ Call for Proposals

International Association for Neuro-Linguistic Programming

International Association for Neurolinguistic Programming

11th Annual NATIONAL CONFERENCE

APRIL 21-24, 1994

Proposals to be submitted before SEPTEMBER 1, 1993.

Name _____

Address/City/Code _____

_____

State/Province/Country _____

_____

Day Phone _____ Home Phone _____

FAX _____ Occupation _____

Are you a current member of IANLP? ❑ Yes ❑ No

Check items in each category applicable to your presentation:

Format
- ❑ Panel
- ❑ Workshop
- ❑ Videotape

Videotape
_____ Minutes

Audience NLP Skill Level
- ❑ Advanced
- ❑ Basic

Time Length
- ❑ 3 hours
- ❑ 1.5 hours

Section/Interest Area *(Please indicate in order of applicability: 1,2,3 etc.)*

____ Education ____ Business ____ Mental Health ____ Health

____ Modeling Performance ____ General ____ Trainers ____ Research

Please mail your proposal to:

The 1994 Annual Conference
c/o IANLP Office
8335 Allison Pointe Trail
Suite 250
Indianapolis, IN 46250
(317) 841-8038
FAX (317) 578-9073

communication, this is an odd problem for us to have. I wonder, however, if in embracing the brainchild of the developers of NLP, we have also embraced that which made them unable or unwilling to work together over time. Perhaps there is something in the NLP model, or some lack in the model, that leads to this sort of outcome over time. Or perhaps it is something about those of us who are drawn to NLP; or perhaps it is only something about human beings that even NLP training cannot always "retrain." In any case, my experience this year is that some of the least communicative exchanges have occurred amongst some of the most highly trained NLPers. This is not to say that they have not been using their NLP skills; on the contrary. They have, in my experience, been using those skills to heighten the power and appeal of their arguments. All parties, however, tend to leave those exchanges without the experience that the other parties have listened to, attended to, or cared about anyone's agenda but their own. How can this happen in an NLP association?

A story that is actually my most embarrassing training story seems relevant to me: Several years ago, it was reported to me that a former trainee of mine, when in a disagreement with another, was in the habit of saying, "You aren't in rapport with me, you know."

It is my belief that we have a choice before us: we can continue to squabble with one another, getting little done and receiving little satisfaction from our efforts together; we can decide that "they" will never learn, and each go our own way; or we can figure out how to deal with our differences together. To take the third choice, we will have to find a way to deal with "resistance" other than resisting it. We will also have to rediscover the outcomes that we have in common, while inventing ways for us to express and develop our individuality.

It is my belief that IANLP has something to offer that no individual person and no individual institute can possibly offer. When we come together as a community, we create possibilities that go beyond anything that any of us could create alone. Our association is something to be cherished and nurtured; as we talk out our differences, even argue them out, let us be sure that we remember that which we are building. Remember that every time we would terminate a member, every time a member resigns, we lessen the possibilities inherent in our community.

Also remember that we, the members of IANLP, are the owners, not just the customers, of the association. If the members are just the customers, then who is the owner? Don't look at me -- I'm just a member who has volunteered to help out. As association members, we are in the curious position of being both owner and customer. As customers, we rightfully ask, "What can the organization do for me?" As owners, it is our responsibility to put in the resouces needed to make the organization work.

Finally,

Once upon a time, in another land and another time, there lived a man who had lived a full life. He had married, and with his wife, raised a family. He had started a business, which was successful, and was mostly run by his children now. His wife had recently died, and he had been thinking. You see, in his land, it was customary that people of a certain age might leave the things of daily life and seek enlightenment. Being alone now, with his wife gone and his children grown, he thought he might be ready for this path. So, after saying goodbye to his family, with only the clothes on his back and a wooden beggar's bowl, he set out. He wandered from town to town, village to village; he slept by the side of the road or in a friendly farmer's barn, he ate what he could find or what he was given by a friendly villager. After several years, he was crossing from one valley to another. The mountains between them were much higher than he had expected, even on the pass. He was cold and hungry, tired, too, but afraid that if he stopped to rest he would never arise. Finally, after days of travel, he came down to the edge of the valley just as the sun began to rise. In its light he saw a large, flat boulder beside the path. He climbed onto it, and in the welcome warmth of the rising sun, fell asleep. You could even say, passed out.

When he awoke, it was to the sound of voices. Looking over the edge of the boulder, he saw three peasants. When they saw he was awake, they began to call out, "Oh, wise man, you have finally come. It was foretold that you would come to bring the rain and save us..." The traveller pieced together the story: the valley had experienced a long drought, and a legend of a wise man who would bring rain was now the villagers' only hope. He tried to tell them that he was only a traveler, a former businessman, but they continued to beseech him. Unable to convince them, and still exhausted from his ordeal, he fell back asleep.

When he next awoke, the sun was high in the sky. This time, there were many voices and when he looked out, the whole village was at the foot of his boulder. He could see that the children looked hungry, and the few livestock looked starved. There was some meager food on the edge of the boulder, brought for him by the villagers. Starved as he was, he began to eat. As he did, the whole village began to call out to him, as the three peasants had earlier, "Oh, wise man, please bring the rain and save our children..." They pleaded and begged, and he tried to tell them that he could not bring rain, that he was not a wise man, but he could not convince them. Finally, his energy and spirits somewhat raised by his sleep and by the food he had eaten, and frustrated by the villagers, he cried out, "I'll show you,

then you'll see." He jumped off the boulder and began to walk out into the valley. The villagers parted before him, and fell in to follow behind him. When he came to a dry riverbed, he climbed down into it, and the people lined the bank behind him. He raised his arms to the sky and called out, "Let it rain. Let it rain. Let it rain."

The first time I told this story was in Washington, D.C. I was leading a training, and had promised the group a story at the end of the day. I was walking beside a canal after lunch with my assistant trainer. It was a beautiful, sunny day, and we were trying to decide on a story to tell. I asked my associate if he knew this story; he said no, and I proceeded to tell it. As I got to the point where the traveller raised his arms and called out, it began to pour. We took shelter under an awning, but it didn't stop. When we finally ran the two blocks back to the training site, I had to wring out my shirt before getting started.

The second time I told this story, it rained again. The third time, it didn't rain; it snowed. Now, I tell you this story only in the certain knowledge that I had nothing to do with any of that rain. I know that I cannot bring the rain.

Thank you for the opportunity to lead our association during this past year. It has indeed been an interesting experience, and I have learned a great deal.



FINANCIAL SUMMARIES

In future years, it may be possible to have more detailed financial summaries included in this annual report to the members. The following charts, while not as informative as would be liked, are included in order to give the membership some data about the financial situation of the Association, as well as to set the precedent of including financial summaries in information to the membership.

International Association for Neuro-Linguistic Programming, Inc.
Summary Income Statement
Fiscal Year 1992/1993
July 1, 1992 through March 31, 1993

	FY 92/93 Year to Date	FY 91/92 Year to Date
INCOME		
Membership	$35,954.	$41,328.
Conference	28,888.	23,205.
Regional Conferences	35,354.	2,953.
Publications	6,215.	10,653.
Other	704.	5,604.
TOTAL INCOME	**$107,115.**	**$83,743.**
EXPENSE		
Membership	$4,571.	$8,697.
Conference	16,984.	8,491.
Regional Conferences	32,530.	2,323.
Publications	13,968.	21,775.
Committees	8,209.	0.
BMA	31,397.	23,793.
Other	15,816.	37,328.
TOTAL EXPENSES	**$123,475.**	**$102,407.**
NET INCOME (LOSS)	**($16,360.)**	**($18,664.)**

International Association for Neuro-Linguistic Programming, Inc.
Balance Sheet * Fiscal Year 1992/1993
As of March 31, 1993

ASSETS	**BALANCE**
Cash-Ameritrust National Bank	$25,227.75
Accounts Receivable	709.63
Total Current Assets	$25,937.38
Prepaid Expenses	$772.14
Equipment	4,400.00
Total Other Assets	$5,172.14
Total Assets	**$31,109.52**
LIABILITIES	
Reserve for Education Section	$2,156.00
Reserve for Research Section	964.00
Reserve for Modeling Section	1,812.00
Reserve for Clinical Section	3,768.00
Reserve for Health Section	1,560.00
Reserve for Training Section	4,780.00
Reserve for Business Section	3,804.00
Total Liabilities	**$18,884.00**
FUND BALANCES	
Fund Balance-Previous	$28,625.72
Fund Balance-Current	--16,360.20
Total Fund Balances	$12,265.52
Total Liabilities and Fund Balances	**$31,109.52**

▼ MOTION ▼

for presentation to the Membership at the Membership Meeting on 4/24/93

Moved: That membership dues for Fellows, Masters, Members, and Members Without Certification be set at $90.00 per year, that membership dues for Associate Members be set at $40.00 per year, and that the Institutional dues for first-year Associate Members be set at $30.00 per year, as of the 1994 membership year.

Current Policy: Dues for Fellows, Masters, Members, and Members w/o Certification are $45.00 per year, dues for Associate Members are $25.00 per year, and the Institutional rate for first-year Associate Members is $20.00.

Explanation: While members of IANLP seek more and better benefits from the Association, current dues do not cover the base costs (costs before any tasks are taken on) of operation. While a very conservative estimate of our membership ratios is that approximately 25% of our membership is paying the Associate Members' rate of $25.00, assuming an average membership of 1000, base costs per member in fiscal year 1991/92 were:

Newsletter:	$10.00
Membership Directory:	6.00
Membership Renewal Process:	10.00
Office:	9.50*
Board Travel:	2.50**
Board Phone:	3.25***
Election of Officers:	1.55
TOTAL:	**$42.80**

*This amount is the basic fee from our management office for keeping our office open. It includes the cost of having our phones answered, equipment available and maintained, and staff available.

**This is the cost of having the members of the Board arrive a day early and stay a day late for Board meetings around the annual conference, at $120.00 per diem.

***This is the cost of having regular Board conference calls spaced throughout the year, in lieu of face-to-face meetings.

Our current dues structure, considering that a significant proportion of our membership pays dues less than our basic costs, cannot support a fully functioning and active association. At the moment, volunteers provide the additional resources, through their time and efforts, as well as through in-kind and service donations. As the association grows and our membership expects more in the way of short-term and long-term benefits, it is harder and harder for volunteers to provide the consistent and intense efforts needed. An alternative to volunteer time and effort is for the association to be able to afford to pay for the work that is needed to move us forward.

While the Board is currently examining alternative structures which may be able to cut some costs or to increase some services without an increase in costs, the likelihood of these changes making a significant enough difference in the short-term is low. It is suggested that the best and easiest way for the membership to support and receive the services of a professional association is to pay dues commensurate with the services desired.

Request for Feedback on IANLP Certification Guidelines

by Steve Davis, Ph.D.
Chair, IANLP Guidelines Review Committee

Dear IANLP Members,

When a large number of people are travelling to the same destination from widespread starting points or via various modes of transportation, it is useful to have an accurate map showing exactly how the destination can be reached and how people will know when they are close or have arrived. If the map begins to get out of date due to shifts in geography or new construction, the mapmakers can best serve travellers by determining what has changed and then introducing those changes into a new edition of the map.

IANLP has now decided it is time to determine whether our map of NLP Certification Guidelines (as found in the Membership Directory) is still accurate or whether any corrections are needed. While the application of NLP to the training process continues to accelerate participants' learning, the ongoing evolution of NLP broadens, deepens, and transforms the field's content. This has resulted in a number of questions being asked about the Guidelines and whether they need to be revised. Therefore, this committee would greatly appreciate receiving your opinions on the current guidelines. We are especially curious to know:

- **What do you believe is important to maintain in the current guidelines for certification at Practitioner, Master Practitioner, and Trainer levels?**
- **Do you believe the current guidelines are too rigorous or too lenient? If so, in what ways?**
- **What would you like to have changed in the guidelines? Your input might address the amount of time necessary for certification at each level, supervision required at each level, and/or content of the training at each level. Please provide an explanation for any suggestions.**

As the Board would appreciate the committee's final report in time for its November meeting, **please reply *prior to October 1, 1993,*** either by mailing your feedback to me at #4-83 Lenore Street, Winnipeg, Manitoba, Canada R3G 2C2, or by FAXing that information to me at (204) 775-9607.

Thank you for volunteering the time and effort to help us update and improve our association's functioning on your behalf.

International

Center for Change, Inc.

NLP Certifications: Unlike other intensives, ours is taught in two 7 day modules for maximum integration.

- **Master Practitioner** *Summer Intensive* July 24-30 & Aug 21-27
- **NLP Practitioner** *Eight Month* Nov 93 - June 94

Personal Change Seminars

- *The Heart of Change* (relationship seminar)
- *Breakthroughs* (set goals & clear blocks)

Ericksonian Hypnosis

- Introduction
- 7 Day Intensive training Sept 18 - 24

Advanced Healing

- Special guest Judith Swack, Ph.D. Immunologist & Nancy Salzman teach NLP, Applied Kinesology, & Chinese Medicine techniques to clear sabotage patterns, trauma imprints, & other immume system disorders. August 13, 14 & 15

Communication Skills Workshops/Trainings

- Irresistible Communications

Trainer: Nancy Salzman, RN
Executive Park North • Albany, NY 12203
(518) 437-1080 • fax (518) 437-0993
1-800-554-4NLP

☛ ☛ ☛ Reminder:

Consider sending in a

CALL FOR PROPOSALS

for the following IANLP Conferences:

☛ **1994 Annual Conference** *(see page 5)*

☛ **Canadian Conference** *(see page 22)*

☛ **Northeast Conference** *(see page 33)*

☛ **Mountain States** *(see page 34)*

Please see the **Guidelines** for submitting proposals on page 36.

The Association urges you to share your wisdom and expertise.

Life skill training so powerful you may actually feel your brain grow!

Totally transform your thinking, behavior, relationships and career with Advanced NLP and Time Line Therapy™ certification training with Tad James and Advanced Neuro Dynamics...

Enjoy special benefits including free on-going support, money back guarantee (see details), instruction from top NLP masters, breathtaking location, substantial discounts for reviewers, tuition financing *and more...*

For years, perhaps all my life, I had an internal struggle going on deep inside myself. I may never know how much this inner battle slowed my progress, but I knew it prevented me from having the emotional and financial freedom I desired.

In 1988, I noticed that this battle within myself was effecting my health, my career, and more importantly, my relationship with my beautiful new wife.

It was during a weekend seminar with Tad James that I finally woke up and saw what was happening. The seminar introduced basic Neuro-linguistic programming (NLP) and Time Line Therapy™ techniques for accelerated personal change and enhanced communication. I was told these "breakthrough technologies" would help me overcome the blocks that prevented me from experiencing success, prosperity, close connection with others and inner peace.

Until this seminar I never identified that I had these blocks. I just knew I wanted things to be *different.*

When I signed up for the weekend I thought I wanted to learn NLP *just to help me in my business.* It promised to help me improve my communication, change unproductive habits, bond with potential clients, increase my ability to serve, and as a result, make more money.

The positive results in my business and communication skills were immediate. *I doubled my income every four to six months* until I achieved a very ambitious six-figure income goal.

That was a dream of mine, to reach that goal. But I'll tell you—**I had no idea of the true riches I would enjoy as a result of training with Tad James.** You see, he knew what I wanted, *but he also knew* what I needed. Even though unspoken, Tad knew my interest was not just in material rewards. It was the freedom, the happiness, and the personal empowerment I hoped the money would bring. Throughout the course Tad *applied and taught* NLP strategies that allowed me to *immediately* experience those rewards *while* I was progressing toward my financial and professional goals.

...the feeling intensified and I felt what I can only describe as each side of my brain merging, or fusing, together...

Here's an example of how I changed so quickly and dramatically. During the seminar, Tad guided me, along with 37 fellow attendees, through a simple but powerful NLP technique. We were asked to pick an presenting problem, a current challenge in our lives, one we wanted to let go of—once and for all. I chose the inner conflict that I identified earlier. The exercise lasted only a few minutes.

We were just about complete when suddenly, *and I know this may sound strange,* I noticed, and felt, both sides of my head beginning to tingle. The feeling intensified and I felt what I can only describe as each side of my brain merging, or fusing, together... it sent shivers cascading down my back... wow!

At that point I knew, with certainty, the problem I had chosen *was gone.*

That was convincing! Any doubts about my commitment to attend Tad's upcoming NLP Practitioner certification disappeared. At first I wondered why I would want to be *certified* in NLP, or if I should wait, or if I could afford spending the time and money. I was only earning $1000 a month at the time as an investment broker. But after my experience I knew—**the rewards of NLP training with Tad James were worth far more than he could ever charge.**

I decided to do what ever it took to get the time off and to pull the money together. And I did. It has definitely been the best investment I've ever made.

This is just one of many incredible experiences I had throughout my NLP and Time Line Therapy™ certifications with Tad James. And I know my story is not unique. I enjoyed watching my fellow practitioners making the same type of breakthroughs as well. And now that I've come on board to help Tad promote his unique programs, I see people's lives change just about *every day.*

As a result of my decision to attend Tad's course, I now feel empowered to change anything I desire, attain any goal I choose and help others do the same.

Since I began studying with Tad, I've been blessed with discovering my true purpose in life... to help others get what they want, so they can discover and actualize their highest purpose.

That may or may not sound motivating to you, **but it is the most important thing to me.** Today, the very tools that helped me discover my purpose are the same ones I share with others to actualize it. The most useful way I have discovered to be successful in my mission is to share information with you, and others, about the *tremendous power and benefits* of learning NLP and Time Line Therapy from Advanced Neuro Dynamics and Tad James. *—continued next page —*

Here is some valuable information about Tad's ADVANCED NLP training programs in Hawaii, what's *unique* about them, the *benefits* of attending and the special things we will do to make it *easy* for you to attend. (If you are not an NLP Practitioner then call for details on our Accelerated NLP certification.)

If you attend any of our NLP certification courses, you will...

- Discover dozens of powerful new tools and techniques you can use immediately to create quick, effective and long-lasting changes for yourself and others.
- Internalize a new set of empowering beliefs, expand your idea of what's possible and view your current challenges in a new light. You'll begin producing 'magical' results in the shortest period of time, in whatever you do.
- Develop expertise in human nature, communication and behavior. You can then use this deep understanding and skill to enhance your professional, family and love relationships.

...on-going support, 100% money back guarantee, incredible instruction for top NLP masters...

Here are eight compelling reasons to choose Advanced Neuro Dynamics for advanced NLP certification training...

1. Presented by Certified Master NLP Trainers Tad James, John Overdurf and Julie Silverthorn. Recognized as one of the best NLP trainers in the world today, Tad James, M.S., Ph.D. is known for his ability to effectively transfer his knowledge and create highly skilled practitioners. Tad has experience using NLP successfully in business, therapy, and personal growth. This enables him to present NLP with a wide range of applications.

John Overdurf and Julie Silverthorn are respected therapists and seminar leaders with over 14 years experience. They are both certified Time Line Therapy™ and Creating Your Future® Instructors and get the highest praise from those lucky enough to experience their skill and mastery.

(In addition, Certified Master NLP Trainer and Master Modeler Wyatt Woodsmall, Ph.D. joins our team for the NLP Trainer's Training and Evaluation.)

2. Enjoy a spiritual approach to human change and growth. Tad has become very popular for integrating his leading-edge research in spirituality into his NLP trainings. Tad, John and Julie share a belief that acknowledges and recognizes the importance of the human spirit and it's connection with the mind and body. Their approach allows you to access your inner resources and release your untapped magnificence. Their genuine love, integrity and spiritual values create an environment ideally suited for learning and for personal transformation.

3. Receive full instruction in Time Line Therapy™ techniques. If you have read any of Tad's books, or attended any of his seminars, then you know about the incredible usefulness and effectiveness of his Time Line Therapy™ model. You'll receive extensive instruction in Time Line Therapy™ techniques at our Master NLP Practitioner course qualifying you for certification.

5. Advanced hypnosis certification. You'll receive extensive instruction in hypnosis at our Master NLP Practitioner course qualifying you for certification as a hypnotherapist or Master Hypnotist.

6. You get continuous, on-going support. Besides the main trainers, each course is supported by numerous highly skilled certified NLP Trainers and Master NLP Practitioners. Having a training assistant for every 4 or 5 students means you can expect close personal attention.

After the course you get free telephone access to skilled Master NLP and Time Line Therapy™ practitioners. They are available, if needed, to support you, answer questions and give technical advice.

You can also review your training in the future for 75% off. If you're enrolled and accepted into our Assistant's Program, you may be able to review our courses at no charge.

7. All seminars are held in enchanting Kona, Hawaii! A spectacular location. This is the unspoiled, tranquil Hawaii most visitors never see. This may be your best excuse to visit the islands... ever!

8. Money Back Guarantee. We believe our courses offer the best value for instruction in basic and advanced NLP, Time Line Therapy and hypnosis. Therefore, if you have any doubt about the quality of these courses or your ability to learn and grow from them, we will give you the right to withdraw anytime during the first three days of the course. Your entire enrollment fee would be refunded.

Here's how we can help you save money... We'll do what we can to help you attend these life-changing, life-enriching events. Call for details on...

- ***Open Arms Policy... Save 50-75%!*** *(For those already certified in NLP.)*
- ***Tuition financing***
- ***Saving on air fare, room and meals***

If you are thinking of joining us in Hawaii then call us today at 800-800-MIND or direct at 808-941-2021. We'll be glad to provide you full information to help you make your decision including enrollment costs, prerequisites and full details on each course.

I'd be truly honored if you joined us in Hawaii. Please call if there is anything we can do for you. Hawaii time is three hours earlier than Pacific time.

With love and respect,

Richard M. Roop
Advanced Neuro Dynamics, Inc.

Master NLP Practitioner & Master Time Line Therapy™ Certification
July 3-18, 1993
or Nov. 6-21, 1993

NLP Trainer's Training
July 31-Aug. 15, 1993

NLP Trainer's Evaluation & Certification
August 17-21, 1993

MEETS IANLP THE INTERNATIONAL ASSOCIATION FOR NLP TRAINING GUIDELINES

Certification will be awarded to those who successfully complete the course, demonstrate competence and meet the certification guidelines recommended by the International Association of NLP. Certification is not automatic.

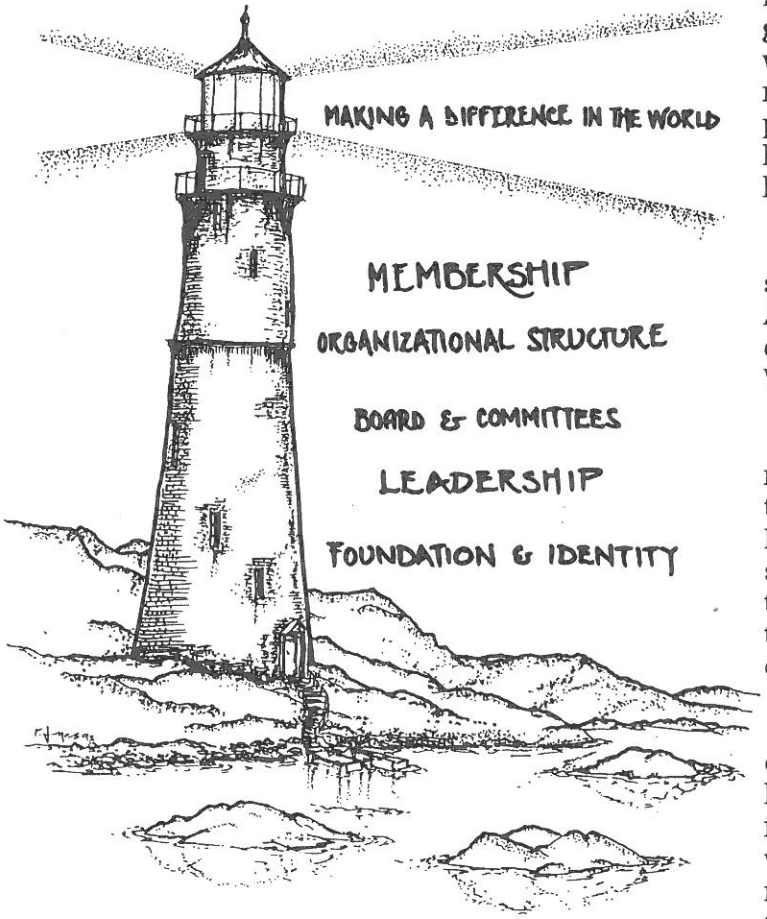
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Honolulu, Hawaii 96815

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Phone: 808-941-2021
Toll free: 800-800-MIND

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GOLD IN THEM THAR HILLS!

by Martha F. Wiglesworth, *V.P./Program*



THE DIFFERENCE OF ONE was transformed to THE ENRICHMENT OF DIVERSITY for those who participated in the recent IANLP conference at Cliff Lodge. Perhaps the transformation happened because the grandeur of the Rockies lifted our spirits. Perhaps it was the quality of the presentations. Perhaps a new meaning of oneness came as we put our individual pieces into the giant jigsaw puzzle. Or it may have happened as we looked out together from the lighthouse toward a common mission to the world.

As in the old fairy tale, we took the piles of straw (even muck) and transformed them into gold. And we learned that we don't need to get rid of differences; we can use them to enrich our product. We mined the gold!

I hope this summary of the conference will be more than warmed up leftovers. For those who were there, it will reinforce the anchors you carried away. For others, join us now at the lighthouse. Climb the stairs from level to level, from the rocky foundation to the revolving light at the top; see, hear and feel from that "meta" position how IANLP can make a difference in the world.

Although not consciously planned, it turned out that the very format of the conference fit the lighthouse metaphor. The building must be grounded in a strong foundation to withstand the tides and winds; individuals and organizations need to be rooted in a clear sense of identity and affirmation of the worth and value of that identity.

Jack Canfield taught us, inspired us, and modeled for us ways to affirm the NLP presupposition of our value as unique human beings. And brought us vivid examples of the truth that how we see the world and how we act toward others are projections of our own self-image.

One of Jack's most valuable gifts to us was being there throughout the conference to network and offer his resources. The Modeling Performance and Training Sections joined in a session led by Wyatt Woodsmall where Jack's success as a teacher, trainer, writer, and business leader was modeled. Audio cassette tapes of this and his other sessions are available.

The outstanding **Leadership** of our officers and board members, the program committee,

(especially the Utah-Idaho Chapter volunteers) provided the machinery year round which enabled the organization (and this conference specifically) to function. While often these inner workings are unseen, only as they mesh, are well oiled with patience and forbearance, and the focus kept on mutual outcomes, can the lighthouse work.

Lucy Freedman did the impossible--she was asked to help us grow up! As a ten-year old organization, we often feel the pains of developmental transitions, and are sometimes confused about our identity and divided by our differences.

Lucy created for us a kinesthetic experience of how we can become the kind of organization to which all NLPers will want to belong. You really had to be there to get the picture. With a team of helpers who moved sensitively among us, keeping the patterns happening without intruding, we did actually become a living expression of such an organization. Since this could not be captured on tape, I am asking Lucy to provide a word description of her process for a later issue of the *Connection.*

Lucy offered a set of PRESUPPOSITIONS FOR IANLP drawn from a compilation of those used by different trainers. While it may be difficult to agree upon all the ideas we teach in the big world of NLP, perhaps we could select a core set to which members of our organization would subscribe.

The **Membership** then moved into a business session in which many issues were debated--the realities of budget problems, how to do our work and provide services to our members, how to enlist the leadership we need as an organization, and the structure of dues. Since there was not a quorum present, no voting on these matters was possible. However, the Board will be making recommendations to the membership and getting feedback through surveys.

The quality of this meeting was evidenced in terms of respect for different opinions, a sense of willingness to commit time and energy to volunteer responsibilities, and an enthusiasm and dedication to a common purpose.

The **Menu** offered FORTY-FOUR choices of classes, quite a smorgasbord of rich variety and high quality. This group of fifty-four presenters offers a wonderful model of volunteers at work for IANLP. At this point, we can't provide tangible "perks" for them, but this year we did have a lovely breakfast in their honor. The spirit there was supportive, and most of all, your evaluations gave glowing comments about how helpful the sessions were. I was impressed by the large proportion of top ratings all our presenters received.

Edna Clay and her committee, which represented all the special interest sections, brought us this remarkable collection of presenters, and they deserve our applause.

One of our major conference goals was to make first comers feel welcome. And to provide many occasions when we could network, play together and feel the closeness of our mountain setting without distractions and pulls to tourist attractions. The **local NLPers** really know how to put on a party--what a bunch of talented extroverts they are! Lyn Behm, as our "on the scene" M.C., presided over the luncheons and the opening welcoming party. Often it was the sublime to the ridiculous!

In Western style, **Diane and David Lutzinger** led our Saturday night country dance party. You'd be surprised to know which of our otherwise sedate members could hoof it, do the Texas two step, mix it up with swing and jitterbug, and still be on hand early Sunday morning.

What a treat our "artist in residence", **Peter Joyes**, of Pike Street Market, Seattle (and elsewhere), provided with his psychic "M&M" reading and his made-to-order posters. We kept him constantly at work on instant productions. Most of all, he inspired us with the illustrated presentation of his life philosophy, "Making the Most of NOW."

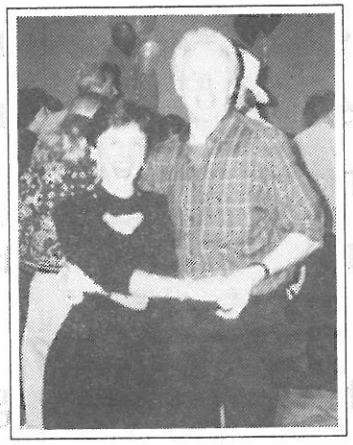
And so, we reach the top of the lighthouse where **our** light provides the base for a new kind of revolution. We were reminded by our panel of guests from like-minded organizations, the Neuro-Linguistic Section of ASTD, AVANTA, National Council on Self-Esteem, and the Society for Accelerated Learning and Teaching, that we are part of "an idea whose time has come." An idea that together, within, between and among those who share our dreams, **WE CAN MAKE A DIFFERENCE!**

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'93 Annual Conference

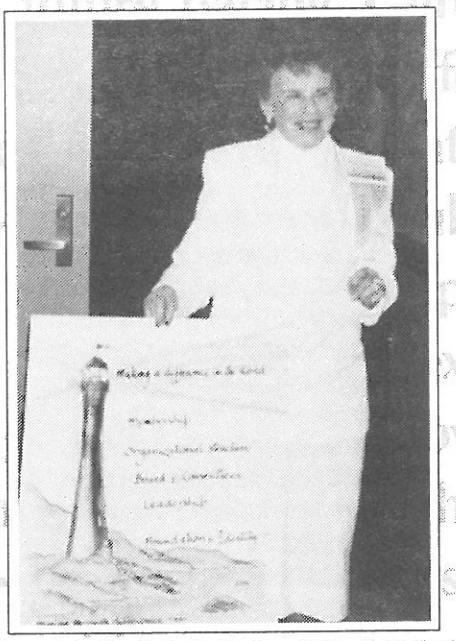
A Few Words and Memories



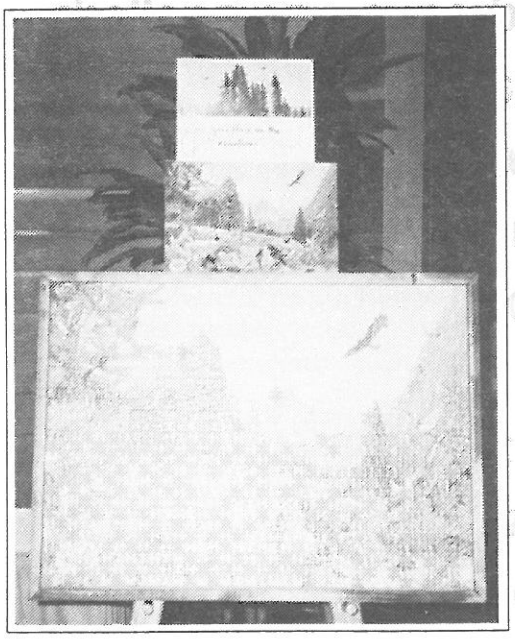




1993-94 IANLP President, Teresa Robbins, addresses the crowd.



Martha Wiglesworth, VP/Programs, displays the convention theme sign.





Peter Joyes, Conference Artist-in-Residence.



(L-R) Laura Shaw, Assn. Mgr., Neva Arnold and Lucy Freedman.

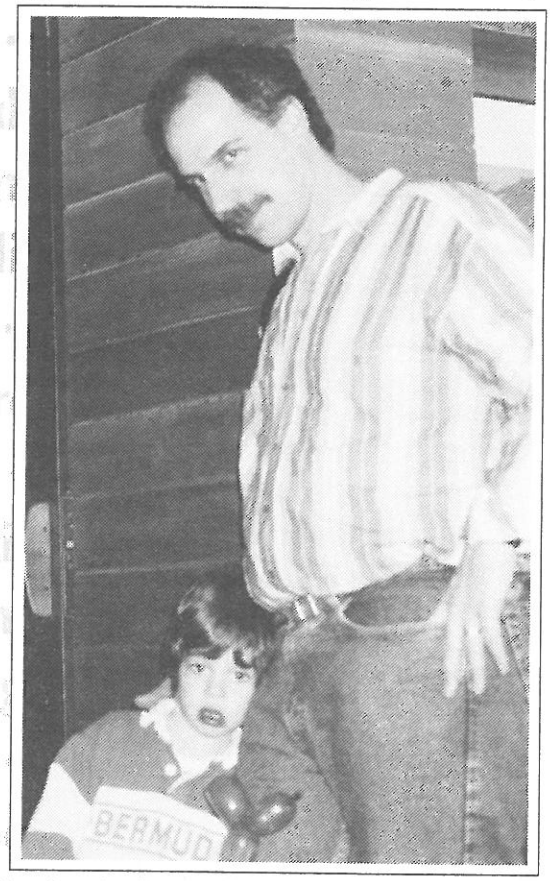


Edna Clay, VP/Membership, and Suzi Smith compare notes.





Martha Wiglesworth (L) presents thank yous to presenters Jack Canfield and Lucy Freedman.



1992-93 President, Doug Sauber, and son Jeremy.

POSITIVE CHANGES -- *MORE THAN TRAINING!*

Have you invested thousands of dollars and hours in training? Do you have a loaded arsenal of "advanced techniques," but still no clients to help? If you are ready for the next step, Dr. Patrick Porter, Director of **Positive Changes, Inc.** has designed a training like you have never experienced before. This training has a two-fold goal -- helping people ***and*** making money.

If you are not yet fortunate enough to have a full-time practice, but have full-time expenses, this training is for you. You will learn more about the business of helping people than any other program available today. Dr. Porter and **Positive Changes** have a proven track record. This is not just a seminar training, It's a working business being run by people just like you with current offices in Kentucky, Tennessee, Michigan and a new office is scheduled for opening in Bethlehem, Pennsylvania in the fall of 1993.

Positive Changes is offering this advanced training to a limited number of pre-trained and qualified therapists. You will not only learn to run a successful practice, you are given the tools and advertising that have been working since 1961. Everything from information booklets, thank-you responses and telephone techniques -- you will have all that is needed to be a success in the field of NLP and Hypnosis with the potential of earning in excess of $100,000 per year.

Also, you will be given every opportunity to earn additional income outside of private practice. Once trained, you will have full rights to present any of Dr. Porter's seminars in your area. These are seminars with proven effectiveness and marketability.

Dr. Porter offers you the closest thing to a franchise, but without any of the usual franchise fees. One Hundred Percent of the income you generate will be yours. There are no limits placed on your success. You will experience all the benefits of a **Positive Changes** affiliate office. You are opening an office that has been in business for over 30 years! -- and it's completely true. Dr. Paul Adams, one of our trainers and the founder of **Positive Changes** opened his first practice in the field of hypnosis in 1961. (Dr. Adams book, **The New Self-Hypnosis**, can be purchased at your local bookstore.) Dr. Porter has also authored several books. His latest, **Awaken the Genius**, is scheduled to be released to bookstores late summer, 1993. His other book, **Psycho-Linguistics: *The Language of the Mind*** is what he has called, "the training manual for success." If you are ready to get out of the classroom and into the playing field give us a call at **Positive Changes**, 606-271-1791, and receive a booklet outlining this unique career opportunity.

The complete training costs only $3,500.00* and includes everything you will need to set up and operate a successful and professional office. There are no hidden fees and your tuition includes six nights paid accommodations. Please call to find out if you qualify for this exclusive training, 606-271-1791, and ask to speak with Dr. Patrick Porter directly. He will be glad to give you the full details and answer all of your questions.

Please make this call only if you are one who wishes to make a global difference and if your motivations are positive.

****Includes training, designation as a Positive Changes affiliate office, promotional materials and advertising copy.***

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Call for Proposals to Network

Dr. Patrick Porter is seeking alternative resources to be listed in his upcoming book, "Awaken the Genius", to be published September 1993. If you have a book or service relating to helping children or offering learning assistance through the use of NLP or hypnosis and would like to be listed as a resource in the text, please send your proposal with a brief 50-word or less description to: Positive Changes, Inc., 200 E. Reynolds Road, #14, Lexington, KY 40517.

CORRECTION!

In the last issue of the *Connection,* Vol. VIII, No. 3, in the article "NLP Can Positively Impact Education!," there was a BIG deletion in the list of logical levels. We all know that the top level is **SPIRITUAL** and I am uncertain how it was left out!

My apologies to Robert Dilts!

--Diane Famiano Lutzinger
The Learner's Edge

HYPNOSIS CERTIFICATION

GRANDFATHERING APPLICATIONS NOW BEING ACCEPTED.
Mental health and alcohol/addictions professionals, THE NATIONAL BOARD FOR CERTIFIED CLINICAL HYPNOTHERAPISTS, INC. is now accepting applications for National Board Certified Clinical Hypnotherapist (NBCCH).

Eligibility: During the current grandfathering period, applicants must be credentialed mental health, alcohol and/or addictions professionals (licensed and/or certified in their profession) and have completed 60 classroom-hours of training in hypnosis with six months of post-training experience in the utilization of hypnosis. Present requirements allow for waiver of the written exam and work sample. **Write or phone for a complete information and application packet:**

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8750 Georgia Avenue, Suite 125E
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Telephone: (301) 565-9179

The **Aligned Self**

The only advanced Aligned Self Training with Connirae Andreas scheduled for 1993!

Space is limited
Call to Register: 1-800-233-1657

NLP Comprehensive

In our path of self-development or spiritual exploration, many of us try to move away from, ignore, or de-emphasize unwanted feelings and behaviors. Paradoxically, these limitations are the very places where we can connect with our deepest inner self.

Although Connirae Andreas had not set out to create a spiritual process when she developed the Aligned Self processes, as people attend the trainings, more and more report having spiritual experiences. Others report that the most profound results are in the transformation of their daily living. Either way, people appreciate these gentle and effective approaches to acknowledging and transforming their problems or difficulties.

Experience the simplicity, integrity and depth captured by these ground-breaking and unique processes. Or repeat the training take them even deeper.

Date: October 15-18, 1993
Location: Holiday Inn, Holidome-Denver West, 1-800-465-4329. Special room rate of $53/night for single/double available.
Tuition: $600 with a $200 deposit postmarked by Sept. 15, 1993; $700 with a $200 deposit after Sept. 15, 1993.
Prerequisite: NLP Practitioner Certification
Cancellations: Prepaid tuition is refundable less a $50 cancellation fee through Sept. 15, 1993. After Sept. 15, prepaid tuition is non-refundable and will be placed on credit toward future trainings or products.

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YOU GAVE US YOUR COMMENTS -- and we have listened!

by Martha Wiglesworth, *V.P./Program*

All feedback is for the purpose of learning, we say in NLP. Your program committee asked for feedback about the individual classes and the overall conference program at IANLP, Cliff Lodge, 1993. We take your opinions seriously, and will endeavor to incorporate the ideas in forthcoming conferences.

The individual presenters will receive the originals for their sessions. Your suggestions will be useful as they prepare other programs. We have summarized the information since this will be of value in the selection of proposals for future regional and annual conferences.

We don't promise to "please everybody." We do promise to incorporate the suggestions as far as possible. Otherwise there would be little reason to go through the motions of having an evaluation instrument.

First of all, we learned that ratings 1 through 5 mean to some that 1 is tops, to others that 5 is tops. That will be clarified. The most exciting finding is that there were such high marks, evidenced by the number ratings and the comments for all classes.

In the appraisals of the Jack Canfield Institute on Thursday, 50 evaluation forms were returned. 95% of the numbers were in the excellent range. Some typical comments about his strengths: "authenticity, anecdotes, metaphors, free-flowing stories, hope for others, heart, knowledge, enthusiasm, value of experiential exercises, generosity, pacing, energy, useful, commitment, charisma, spiritual." There were a few constructive comments about ways to improve which, as I know Jack, will be heard and incorporated.

Now I come to the evaluations of the conference as a whole, and for these I have a special involvement as V.P./Program. As you know, I was elected to this office for a two year term, including the 1993 and the 1994 conferences.

I came into the task full of hopes and dreams for what I could do for the organization during these two years. From all the feedback at Cliff Lodge, I would judge that this first year has produced a winner for all of us. This is not a single person achievement--it is a testimony to what can be done with single-minded commitment to an outcome and to the ability to delegate responsibility to capable helpers.

I have resigned from the position of V.P./Program to which IANLP elected me. I have been honored by the IANLP Board to be part of the Advisory Board. There will be a replacement for the V.P./Program responsibility and that person will be rallying the forces for the annual conference in Phoenix on April 22-24, 1994.

I hope the new program committee will take seriously the response from our conference evaluations. There were 70 evaluations turned in from our 290 registrants. We didn't really allow time for getting this response--it was a hurried appeal at the Sunday closing luncheon. It is important to have this feedback, and we need to make it easier to respond.

However, from those who did respond on paper, and from the personal comments and standing ovations at group sessions, it was clear that a very positive spirit was going on throughout our time together.

Every respondent affirmed that their outcomes for attending the conference were partially, sometimes entirely, realized. Every respondent would recommend attending future IANLP conferences. Some thought there wasn't enough unscheduled time; others thought it important to have many choices in order to make it worthwhile attending.

There were many newcomers to IANLP present. Most of these found the volunteers in charge of integrating them were successful; some suggestions for improvement were recorded.

Several commented there was an overload of content in terms of material; they would have liked more experiential or hands-on experiences in the classes.

The Business Forum room was a trial for this year. It did not fulfill the hopes and expectations for this group, and could be improved in future conferences.

The Continuing Education Credits were not used by many; most respondents did not find this helpful.

Several indicated specific ways in which they would be willing to help IANLP through local chapters. There were many local attendees who came because of institute trainings. These people will be active at a regional or local level.

The general response to why people come to the IANLP annual conference was: to network, and to learn "cutting edge" new NLP developments.

The responses indicated that people come to the annual conferences if they are involved in leadership, presentation of classes, or newcomers interested in what NLP offers. The "core" group of trainers and master practitioners don't seem to be drawn to the organization unless they are actively involved in leadership roles, or presenters.

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Spend a Few Minutes with Suzi Smith

FROM CRISIS TO OPPORTUNITY was a conference panel on how NLP can help meet the current crisis in the economy, in education and in health. Diane Lutzinger addressed NLP contributions to the world of education in the last *Connection.* Suzi Smith presents here a summary of how NLP can be a resource in management and prevention of health problems.

****

Following is an interview between Martha Wiglesworth and Suzi Smith about NLP and the health world. Suzi also discussed this topic on a panel at the IANLP Conference at Snowbird recently.

M: I understand that you and your partner, Tim Hallbom, have been focusing on the health applications of NLP over the past few years. What is your definition of health?

S: In defining health, we think of mind/body/spirit as one. They can't be separated from each other, because we're talking about dealing with the whole person as a system. This connection with mind/body/spirit impacts every single living person.

Some of us are born with what we would call good health and live in systems that allow us to thrive. Other people are born into circumstances where there is not always proper nourishment for their mind/body/spirit and mere survival becomes an issue. There are too many places in the world today where a person's physical body is actually in danger. So, when we look at the planet as a whole, some places are definitely better off than others in terms of a system that supports the health of the individuals living in it.

M: Let's look at the picture of world health. When I look at the challenge that's out there in the world, I see hunger, lack of distribution of resources, the economy, the matter of ecology and our air and how all of that is affecting health. I see the problems. I'd like to know what you are offering as the positive contribution/anecdote to this negative picture.

S: Our primary outcome or mission is to equip people to be self-responsible so that they care about the way they relate to the many systems they are involved with. As people, we are involved in many different systems -- our own bodies are made up of systems, and our relationships with others make up intricate systems. We're also a part of community and world systems. In order to change the larger systems, we need to start with the individual. So if just a few individuals are self-responsible, and they influence a few more people, it starts to make a difference.

M: Is that like the rippling of the stone in the water?

S: Right. We're working with people who want to assist the systems they're involved with in beginning the healing process. One of the things we're facilitating is the creation of a system of people who are interested in using their NLP skills in this way. We have concerned people who are working within government organizations, education, nonprofit organizations, hospital and medical care facilities, as well as people who want to write children's books to help children be more responsible for themselves. We are also fortunate to have many NLP-skilled people in our network who are working one-on-one with people to resolve individual health issues. It's really exciting to see this network developing.

M: Tell me about the NLP World Health Community that you envision.

S: We envision creating a healthy system of people who can teach other people, directly or through example, how to have healthy systems. A big part of that is bringing together people with similar interests who are skilled and who really do care enough to put their skills and attitude out into the world.

Tim, Robert Dilts and I are beginning this by the creation of the NLP World Health Community for the 21st Century. We are conducting a 20-day Health Certification Training as the first step in that process. One of the outcomes of the training is to create a common language that all of us participating in the community share. We're teaching the common technology of what processes work with health issues. Since the community is not just for therapists, we are including creativity and leadership skills. We need to know how to project our concepts about health in such a way that the people in the world can hear it and accept it.

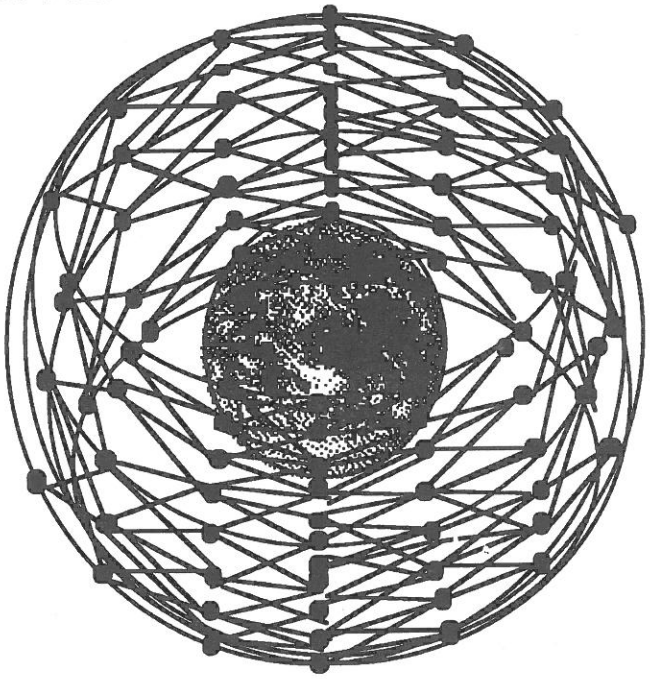
M: How is this Health Certification Training different from other NLP Trainings?

S: We are asking that the participants be Master Practitioners so that we're all starting with the same language and approximate skill levels. That way we can take them through the intricacies of the issues that come up when dealing with life-threatening illnesses easily.

(cont. on pg. 21)

A WORLD HEALTH COMMUNITY FOR THE 21ST CENTURY: *NLP HEALTH CERTIFICATION TRAINING*

AN NLP WORLD HEALTH COMMUNITY



FOR THE 21ST CENTURY

ATTENTION MASTER PRACTITIONERS:

If you have an interest in the applications of NLP to health, Robert Dilts, Tim Hallbom and Suzi Smith would like to invite you to participate in the World Health Community for the 21st Century - NLP Health Certification Training that begins in February of 1994.

This 20-day NLP Health Certification Training has been designed to provide the context, the curriculum and the support necessary to master the current state of the art in the applications of NLP technology to health issues. It will provide people with the complete range of skills required to make an impact within the scope of their personal missions (i.e., creativity, learning and leadership as well as health). The certification training will give the opportunity for the supervision and intervison needed to adapt NLP health skills to individual vocations, cultures and contexts.

The ***vision*** of the NLP World Health Community is that of a global network of competent people engaged in many different areas and roles -- people who are consistently contributing to the health and well-being of others. These individuals are committed to using their strengths within their chosen vocations while sharing the common language and models of NLP. Albert Einstein maintained that, "All means prove but a blunt instrument if they have not behind them a living spirit." An important part of the vision of the NLP World Health Community is to help transform the blunt instruments of medicine and health into 'tools of the spirit'.

WHEN: February 11-15, 1994
May 27-June 6, 1994
November 4-8, 1994

WHERE: Salt Lake City, Utah /Park City, Utah

FOR WHOM: NLP Master Practitioners and Trainers in all areas of NLP applications

TRAINERS: Robert Dilts, Tim Hallbom and Suzi Smith.

Come learn how to be consistently effective and generative in using NLP with health issues.

Call (801) 278-1022 For Information

People often ask us, "What do you do when somebody has an illness?" There's a sense in which you don't do anything different concerning NLP than you do with other issues people have. Again, we're talking about dealing with the whole system. A unique feature worth listening for with health issues is organ language -- the metaphoric language patterns people use to describe parts of the body; i.e. someone with heart problems might be describing a broken heart from a relationship that didn't work out in the past.

M: What part do modeling skills play in health and healing?

S: We have actually done some modeling of people who have assisted others in the healing process. A commonality among those people exists in the way they describe what they do and how they think about healing. As they talk about their relationship with the other, they make circular motions with their hands, moving from their heart area outward towards the other. It's like giving and receiving -- rather than being linear, it's continuous. This seems like a way of thinking about wholeness.

In the first session of the Health Certification Training, we also modeled our own self-healing processes searching for commonalities. More information will be coming about the results of that in future articles.

M: I understand that a lot has been done with the neuro-logical levels of change concerning health. As you see both the problem and the solution, how do you know the answer to "where does the plumber tap?"

S: Traditional medicine typically works at the environmental and behavioral levels. Doctors might recommend that somebody get involved in exercising, changing their diet, or resting more -- in other words, they're recommending different behaviors. Even more common would be an environmental change like cutting something out, poisoning it or giving someone a pill.

We have found that many physical symptoms that relate to health issues are at higher logical levels. We've discovered that change occurs more rapidly when we work at either the belief, identity or spiritual levels. It has become apparent that having a purpose in life is very important to health and well-being.

I worked as the Nursing Home Ombudsman for the State of Utah for 2 years. My job was to protect the elderly from abuse in nursing homes. I was astonished to discover how many young people who were in their 50's and 60's were patients in nursing homes...people who had given up on life and were there to be taken care of until they died. A commonality I found among that younger population in that environment was a lack of purpose or mission. Without a purpose, there's no reason to go on -- there's nothing left to live for.

An article in the *Parade Magazine* about AIDS survivors in essence pointed out the same process. Many of the AIDS survivors have gotten very active and involved in providing services through community organizations as volunteers, since their energy levels wouldn't sustain full-time employment. As they get in touch with a mission or purpose, something they hadn't been aware of before, their bodies became more healthy. There's something about a purpose and mission that has to do with service to others that is renewing.

M: Bernie Siegel talks about exceptional patients and their survival and I'm also thinking of Lawrence LeShan in "You Can Fight For Your Life." He found that working with people and their cancers involved working with everything else in their lives. Having a sense of why they wanted to stay alive made a difference too.

So, there are other people and organizations saying similar things. There are other groups like churches, community organizations and the AVANTA network, etc. who have a mission similar to yours. I hear you talking about wanting to make a difference in the world. What does the NLP approach offer to the cause that's different?

S: In my mind, the NLP presuppositions make an incredible difference. Think about the implications behind the presupposition that we already have all the resources we need. One of the functions we do best is heal ourselves and we all know how -- it's just a matter of removing the barriers to that so that we can do what comes naturally.

Also important to healing is the notion of positive intention. Thinking about a symptom in the body as communication from some part of us is very useful. I've dealt with many people who have trouble with that.

I was talking to an NLP Practitioner the other day who was telling me about his cousin who had a brain tumor. The family had made sure they got the best brain surgeon they could to operate and take out the tumor. Even though the tumor was quite large, they thought they had gotten all of it. I suggested that the cousin now consider working with an NLP trained person to find out what caused the tumor in the first place. The Practitioner said, "Oh, it was just physical, and that's all taken care of now."

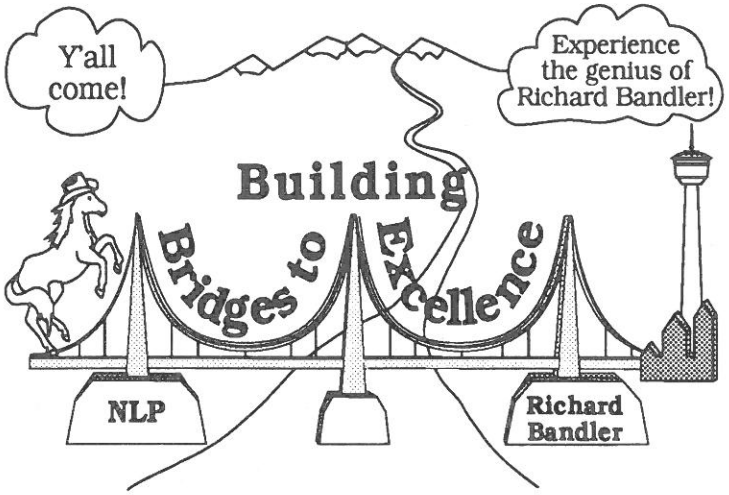
In my way of thinking, if all you do is cover up the issue with a bandaid it may be better for a while, but you

(cont. next page)

Announcing the 6th Canadian IANLP Conference

Featuring **Richard Bandler**
Co-developer of Neuro-Linguistic Programming

October 1, 1993 - Full-day preconference seminar
October 2 & 3, 1993 - Keynote address and conference
Hospitality Inn, Calgary, Alberta



Last call for proposals!

For more information, to receive a proposal information package, or to register contact:

The Conference Committee
c/o KnowledgeWorks
410, 1505 - 8 Avenue NW
Calgary, Alberta T2N 2N7
Attention: R. Grant Carphin
Phone/FAX: (403) 283-0571

Please submit your proposals as soon as possible.

Come to Calgary and experience the genius of Richard Bandler!

Suzi Smith, *cont.*

can't be sure that it won't return somehow. I prefer to discover the message behind the communication so that it doesn't get recreated over and over. Once you uncover the positive intentions and deal with the part creating the message, you can move on to other levels in your development.

M: Health seems to be the place where people are willing to admit that they have a problem. It's a strategic place to go into a person's system. Even though people are really yearning for a spiritual connection, it's when their body hurts that they are willing to make changes.

How did you happen to choose health as an arena?

S: When Tim and I first started our training together in Western States Training Associates, we were drawn toward working with stress reduction and teaching people how to look at the mind/body/spirit connection. We were interested in helping people realize that they could actually make a difference themselves in their own evolution, rather than expecting someone or something from the outside to do it.

Robert Dilts was drawn into the health arena because of his mother's illness. When Tim and I found out what he was doing, it fit together very well with what we had already started for our business. The three of us started cooperating and coordinating and the results so far are the book, "Beliefs: Pathways to Health and Well-Being", the creation of the NLP World Health Community for the 21st Century, videos and another book that we are working on currently.

M: What will happen down the line as more and more people become involved?

S: Some of the money generated from the Community will go back into creating materials for people to use and share. We're looking at a computer system where people can hook in and share ideas and information. We're expecting the network itself to generate products that can be shared with the rest of the world to begin shifting ways of thinking -- tapes, books, curriculum, etc. We're providing the impetus to get the Community started and are hoping that it will become self-sustaining. The people who are involved will dictate how it evolves.

M: How can IANLP as an organization help you?

S: It already is helping by creating the avenues for people to get together and talk about issues and share the excitement of what everybody in NLP is doing that contributes to improving health in the world. Keeping the lines of communication open is a step forward.

Announcing a new book from Peter Kline:

10 STEPS TO A LEARNING ORGANIZATION

EDITOR'S NOTE: Peter Kline will be the Keynoter at the 1994 Annual Convention, April 21-24.

The hottest issue and the highest priority for business, and for the economic health of the country, is meeting the ever-accelerating challenges of change in today's world. Everyone knows the key is education and training. Corporations are spending billions of dollars on training; the public, and now Washington is calling for an even greater commitment.

Everyone knows what needs to be done. TEN STEPS TO A LEARNING ORGANIZATION is the first book that really tells us how to do it. It provides a clear, practical program that is based not only on an understanding of organizational dynamics, but more importantly on the dynamics of learning.

To survive and thrive, businesses must unleash and benefit from all the brain power in the organization. In most companires, this requires a profound shift away from business as usual. It can be done, but without understanding why and how this shift can be made, millions of dollars that are currently being spent on training are being wasted.

TEN STEPS takes any organization or group through the crucial path to success in clearly explained, practical and readily implemented stages. It shows how to: Assess Your Learning Culture; Establish Positive Interactions; Make the Workplace Safe for Thinking; Create Acceptance of Risk Taking; Help People Become Resources for Each Other; Put Learning Power to Work; Map Out the Vision; Go from Vision to Action; Think Systemically; and Build the Corporate Drama.

TEN STEPS is easy to understand -- and it works -- because it is based on the insights and innovative techniques of one of America's most farsighted and experienced educators, Peter Kline, combined with the hands-on expertise of Human Resource Development specialist Bernie Saunders.

It's a program that has already revolutionized successful organizations. Many more are waiting for it. It will change the way America does business.

Peter Kline's earlier, widely praised THE EVERYDAY GENIUS and SCHOOL SUCCESS: THE INSIDE STORY have been introducing the dynamics of learning to an ever-growing popular audience. A highly successful and engaging exponent of innovative educational ideas, Kline has taught thousands of parents, teachers, and business people throughout the country methods that accelerate learning and bring joy and excitement to the classroom and the workplace. He has appeared on numerous TV and radio programs, and been the subject of many favorable reports, profiles and studies. The program in this new book has been developed and used successfully in some of the country's most forward-looking corporations.

Bernard Saunders, a long-time colleague of Peter Kline's, is a learning consultant specializing in the application of advanced learning concepts and the creating of learning organizations. During the past 27 years, he has been involved in organizational training and development, working with leading Fortune 500 companies in the areas of organizational change, systems thinking, total quality, self-managed work teams, and communication.

10 STEPS TO A LEARNING ORGANIZATION will be available this summer from Great Ocean Publishers (1823 N. Lincoln St., Arlington, VA 22207) at a price of $15.95. For further information, contact Mark Esterman at 703-525-0909.

* *

Advance Quotes on the Book:

"Without question the best book ever on making the real changes needed in today's organizations. There's nothing else like it. It works."

--Graham A. Richard, Chairman, N.E. Indiana Business Assistance Corporation

"Frank Vullo, director of academic affairs at Eastman Kodak in Rochester, New York...quickly discovered that Kline's methods were the key to solving Kodak's training problems--and shaving training costs by up to $20 million a year."

--John Hillkirk, *Grits, Guts and Genius*

"Kline has much to say to each of us about learning, about being playful and joyful, about the importance of learning in our lives."

--*Exchange Magazine*

"Kline describes and illustrates anecdotally many of the best educational ideas now coming out."

--*New Age Retailer*

"Kline and Saunders' 10 STEPS TO A LEARNING ORGANIZATION is lightyears ahead of any training program I've ever seen or worked with. It deals with every measurable key point where leaders and trainers have to be effective in order to really change an organization. And unlike the 'canned ' programs that many corporations have wasted literally millions of dollars on, the 10 STEPS are clear, commonsense, easy to follow step by step, and can quickly be 'owned' by the company. The whole organization understands why it's the way to go. Senges's Fifth Discipline gave us the theory, 10 STEPS gives us the tools to implement it."

--Tom Norfleet, Group Leader, Training & Employment, Subaru-Isuzu Automotive, Inc.

Calendar of Events

Listings in the Calendar of Events are provided FREE OF CHARGE. Send a list of your program offerings to the NLP Office if you wish to be included in this catalog. ▼▼▼

IANLP Study Group Contacts: SOUTHEAST Region

Atlanta	Wesley Anderson	(404) 266-0790
Savannah	Janice Gnatt	(912) 925-7366
Kentucky	Ray Holdren	(606) 233-1551
Alabama	Edna Clay	(205) 881-0884

Advanced Communication Training, Inc., A Center for NLP, 11 Waverly Place, #2C, NY, NY 10003, (212)529-9227, FAX (201)509-9599, 1-800-4-ACT-NLP

July 24-25	Introduction To NLP, New York City
August 2-8	One week Ericksonian Hypnosis Training, (NYC)
August 21-28	NLP For Educators, Rhinebeck, NY
September 11	NLP Master Practitioner Training Begins, (NYC)
September 19	Introduction To NLP, (NYC)
October 2	NLP Practitioner Training Begins, (NYC)
October 9-15	One-week Ericksonian Training, Switzerland
October 16-17	Introduction To NLP, Zurich, Switzerland

Advanced Neuro Dynamics & Tad James, 1833 Kalakaua Ave., #908, Honolulu, HI 96815, (800)800-MIND, (808)941-2021

June 25-30	Accelerated NLP & Time Line Therapy™ Certification in Hawaii
July 3-18	Master NLP & Master Time Line Therapy™ Certification in Hawaii
August 1-15	NLP Trainer's Training, Hawaii
August 17-21	NLP Trainer Evaluation and Certification, Hawaii

Dr. David Dobson, OTCC, Box 697, Friday Harbor, WA 98250, (206)378-4999, FAX (206)378-7266

June 28-July 2	Continuing Education Program for former students, Friday Harbor, WA
July 25-31	One week, Summer Fun-shop, Pittsburgh, PA
September 12-18	One week, Fall Fun-shop, Friday Harbor, WA, (800)369-4390
October 16-23	One week, Fall Fun-shop, Detroit, MI

Deep Woods Technology, 2980 Salem Drive, Santa Clara, CA 95051, (408)247-9718, FAX (408)247-9719

3rd Sunday of every Month	NLP Sandbox, Northern California Contact Carol Anne "Friday" Ogdin

Dynamic Learning Center, Box 1112, Ben Lomond, CA 95005, (408)336-3457, FAX (408)336-5854

June 27-July 27	NLP Practitioner Certification
June 29-July 10	Basic Trainers Skills
July 11-22	Master Trainers Skills
July 24-30	Supervision & Assessment
July 31-August 2	NLP Integration
August 4-Sept. 4	Master Practitioner
August 6-17	Epistemology of Systemic NLP
August 21-Sept. 1	Basic Trainers Skills

All classes held at the University of California at Santa Cruz

Georgian Bay NLP Centre, POB 1210, 92 St. Vincent St., Meaford, Ontario N0H 1Y0, (519)538-1194, FAX (519)538-1063

Sept. 9, 10 & 17	PhotoReading™, Toronto
September 18-19	Practitioner Training, Toronto
Sept. 20 & Oct. 18	Language & Behavioral Profile, Toronto
October 15	PhotoReading™, Toronto

December 3-6	NLP Master Practitioner Training, Toronto
Beginning Jan. '94	Master Practitioner Training, Toronto
Jan. 31, Feb. 1,7,28	PhotoReading™, Toronto
March 28-29	Language & Behavioral Profile, Toronto
May 2, 3, 30, 31	PhotoReading™, Toronto

Metaformation Inc., NLP Centre Learning Opportunities, 3538 Marlowe Ave., Montreal, H4A 3L7, Quebec (514)486-1282, FAX (514)486-7736

Summer 1993	Int'l Practitioner, Master Practitioner Training, Bali

NLP Arizona, PO Box 2800-291, Carefree, AZ 85377, (800)584-6884

July 17-August 1	Practitioner training
August 2-8	Integrative Behavioral Patterning

NLP Associates, 775 Burnett Ave., #2, San Francisco, CA 94131, (415)282-2221

July 23-26	The Next Level: Combining NLP with the human energy system, psychic phenomena and spirituality, Art Giser and John Friedlander, San Francisco
October 22-25	The Emprint Modeling Method, Art Giser, San Francisco

NLP Comprehensive, 2897 Valmont Rd., Boulder, CO 80301, (800)233-1657, (303)442-1102, FAX (303)442-0609

July 28-August 27	NLP Comprehensive Practitioner Training, Winter Park
September 24-26	'93 Nat'l Conference: "NLP:A Path With a Heart", Denver
October 15-18	Aligned Self Workshop, Connirae Andreas, Boulder, CO
October 15-Feb. 6	NLP Comprehensive Extended Master Practitioner Certification Training, Colorado
October 29-Mar. 6	NLP Comprehensive Extended Practitioner Certification Training, Lakewood, CO

NLP Manitoba, #4 - 83 Lenore St., Winnipeg, Manitoba, Canada R3G 2C2, (204)775-9607

July 4-25	Practitioner & Master Practitioner Certification Trainings

NLP Network - Chicago

First Friday of every month	Contact Tim McPike, (708)975-9521

NLP of Oklahoma/SUCCESS SKILLS, 5400 NW Grand, Oklahoma City, OK 73112,(405)942-4371

August 28-May 8	NLP Practitioner Certification (on weekends)

NLP Santa Fe, PO Box 9910, 220 Johnson St., #D, Santa Fe, NM 87504, (505)986-3922, FAX (505)983-1503

September 6-10	Patterns of Physiology
October 4-8	Mastering Micro-Patterns
November 1-5	Meaning of Metaphor
November 12	Non-Residential Practitioner Training begins

Pace Personal Development, 86 S. Hill Park, London NW3 2SN, (071)794-0960, FAX (071)794-7366

September 17	NLP Master Practitioner Training begins

Peak Performance Corp., 2030 Powers Ferry Rd., #444, Atlanta, GA 30339, (404)988-9186

September 7-28	NLP classes for Russians and Americans in business, therapy, education, outside Moscow; Basic Practitioner-level Certification Program; Peggy Dean/Alicia Genth, with Julia Gippenreiter

Western States Training Associates, 2290 East 4500 South, Salt Lake City, UT 84117, (801)278-1022, FAX (801)278-1088

October 8	Practitioner Training begins

PhotoReading International Schedule

Learning Strategies Corporation
900 East Wayzata Boulevard
Wayzata, Minnesota 55391
612-475-2250

800-735-8273
FAX 612-475-2373

√ Paul R. Scheele, developer
Δ Patricia Danielson, co-developer

Updated March 29, 1993

United States

AK, Anchorage
• Call for schedule
Carlyle Telford
907-561-3992

CA, Los Angeles
• Apr. 17, 18, May 1, 2
Learning Strategies Corporation
800-735-8273

CA, San Francisco
• June 12, 13, 26, 27
Learning Strategies Corporation
800-735-8273

CT, Hartford
Call for schedule
New England Institute for NLP
413-259-1248

D.C., Washington
• June 12, 13, 26, 27
Lucid Learning
703-827-0222

DE, Wilmington
• June 5, 6, 12, 26
Universal Creations
919-294-8118

FL, Daytona
• July 24, 25, Aug. 21, 22
Francis Wiggins
Rivijon Training Institute
904-467-9241

FL, Boca Raton
• Oct. 16, 17, Nov. 13, 14
Francis Wiggins
Rivijon Training Institute
904-467-9241

FL, Jacksonville
• Call for schedule
Skillshops
904-285-2742

FL, Orlando
• May 15, 16, June 12, 13
Francis Wiggins
Rivijon Training Institute
904-467-9241

IN, Indianapolis
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MA, Boston
Δ June 18, 19, July 9, 10
Δ Sept. 10, 11, Oct. 1, 2
Δ Nov. 16, 17, Dec. 7, 8
Accelerated Learning Institute of New England
617-964-0160

MI, Detroit
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Intelligence Improvement Systems
313-939-6799

MN, Minneapolis
√ June 12, 13, 19, July 10
√ Aug. 14, 15, 21, Sept. 11
√ Oct. 9, 10, 16, Nov. 6
Learning Strategies Corporation
800-735-8273 or 612-475-2250

MO, St. Louis
• May 15, 16, 23, June 5
Bill Weber & St. Louis NLP Network
314-391-0906

NC, Charlotte
• Mar. 31, Apr. 1, 8, 21
• May 1, 2, 8, 29
• May 6, 7, 14, 28
• June 5, 6, 12, 26
Andy Silver, New Paradigms Inc.
704-375-1124

NC, Greensboro
• Apr. 3, 4, 10, May 1
Universal Creations
919-294-8118

NE, Omaha
• Call for schedule
Management Insight
402-474-0251

NJ, Tom's River
• Apr. 3, 4, 17, 18
• May 1, 2, 15, 16
• July 17, 18, Aug. 7, 8
NLP Awareness Center
908-240-0745

NY, Batavia (Buffalo)
Call for schedule
Thomas Assoc./ Learning Center
800-366-7094 or 716-343-5161

NY, New York
• May 5, 6, 19, 20
• June 12, 13, 26, 27
• Aug. 7, 8, 21, 29
Michele Carrier
212-447-6113

NY, New York
• May 22, 23, June 19, 20
New York Training Institute for NLP
212-473-2852

OH, Cleveland
• May 8, 9, 22, 23
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OK, Tulsa
• Call for schedule
Changing Paradigms
918-622-0525

UT, Salt Lake City
• June 11, 12, 25, 26
Transition Management
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WA, Seattle
• Apr. 17, 18, May 1, 2
• May 15, 16, 29, 30
Just Communications
503-236-8157

WI, Milwaukee
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Learning Strategies Corporation
800-735-8273

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Power Point Ltd.
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Belgium, Brussels
• Call for schedule
Brain Generation
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Canada, Prince Edward Island, Charlestown
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Georgian Bay NLP Center
519-538-1194

Canada, Saskatchewan,
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Canada, Ontario, Toronto
• May 3, 4, 10, 31
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Δ June 1, 2, 28, 29
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Singapore
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Δ Oct. 30, 31, Nov. 13, 14
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South Africa, Johannesburg
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Doreen Strauss
011-27-11-483-2525

Instructor Training

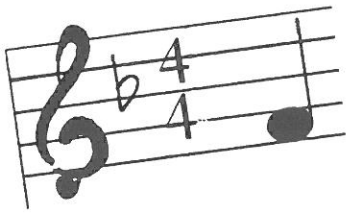
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And now, for a little song: EVERYBODY SING!!!

The Meta-Kinesthetic Blues

© 1992 Qilin (Roger N. Millen, Ph.D.)

[traditional blues]



Woke up this mornin' feeling like I'm gonna lose
(repeat)
Yeh, I woke up this mornin' with the meta-kinesthetic blues

My internal pictures are all dim and far away
(repeat)
Internal dialog always gettin' in my way

Refrain: I got the blues, I got the meta-kinesthic blues.
Yeh, I woke up this mornin' with the meta-kinesthetic blues.

Calibration is a chore; can't seem to keep rapport --
submodality distinctions elude me more and more

I got no well-formed outcomes, no evidence criteria - alas
(repeat)
Got no compelling future to get me off my ass

I've swished all my pictures and squashed all of my parts,
been six-step reframed and TDS'ed right back to start

One day I'm going towards, the next I'm going away,
I violate the Meta-Model with everything I say

Anchors all installed, chained, collapsed, and stacked
Perceptual positions now from front and side and back

I always sort for difference, never for the same
(repeat)
Searchin' vainly thru my timeline for someone else to blame

I've learned the language patterns and mastered Sleight of Mouth,
convoluted verb tenses 'til I can't tell North from South;
modelled Milton Erickson, now my language is so vague
that when I go to parties they all avoid me like the plague



I've sorted my criteria and elicited my beliefs,
blown out all my compulsions, gotta' get me some relief

I've moved my pictures closer, made them big and bright,
adjusted up the volume and moved it to the right,
I changed from flat to 3-D, but still can't get it right

I walked beside my timeline back to that fateful day,
and told my Mom and Dad, "Here's what you need to say",
"You're just the kid we wanted, and we know you're gonna be
in better shape than we are, 'cause you'll study NLP!"

Forget the blues, forget the Meta-Kinesthetic Blues...NOWW!

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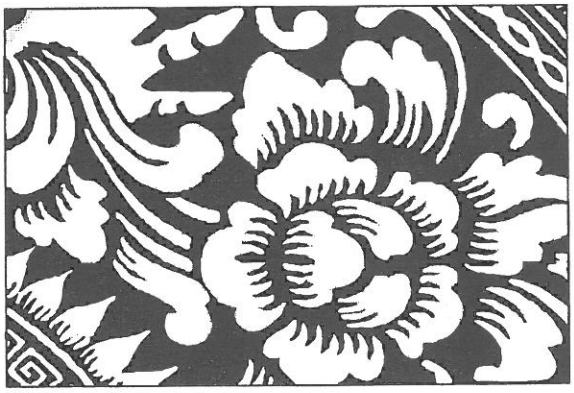
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✺ Anger Management

by Julie Jarman, *Jarman Consultants Ltd.*

> ***Belief*** -- My anger is a signal to me that something is going on that I want to change.

In 1991 and 1992, I was employed by the local high school to help girls at risk. They were aged 13 to 15 and had been suspended from school for physical and verbal violence. If the behaviour continued, they would be expelled.

I was given total freedom, so I designed a programme that centered around giving them choices. We held the "Anger Management Classes" off campus at the local maternity hospital during school hours. The classes were for two hours, once a week for eight weeks.

All of the girls came from dysfunctional families who did not communicate, so I was very aware of my position as a role model.

Firstly, I established a "safe place", telling them of the problems I had had with anger. I also told them what magnificent beings they were, and what a magnificent emotion anger was -- it warned them of something they wanted to change. The essential thing was to recognise and acknowledge anger very early -- at its very first signs.

So - what were their first signs of anger? We role-played this. All of them said - tense shoulders. Then they noticed - rapid heart beat, shallow breathing, hands in fists, sweating, ball in the stomach; and something they hadn't noticed - foveal vision (focused attention on a detail). I told them how dangerous this was because they would not notice what else was going on around them, and I reinforced this with stories.

The secret was to recognise the anger at the first sign, then - **STOP and THINK:**

"What do I want? How am I going to get it?"

We role-played this and some of the options were:

* Walk away (all of these girls were known for their physical strength. I stressed how much silent strength it took to walk away).
* Ignore the situation.
* Laugh.
* Turn away and swear loudly to yourself.
* Ask for help.
* Step back and see the whole situation, e.g. What else is going on in this person's life that they are acting this way?
* And my preferred option, acknowledge the anger. Say "I am getting angry. I don't like what you said/did. I would prefer in future you... Then I will be happy/like being with you/..."

The "I" Statements

This introduced the power of "I" statements. We had a lot of fun role-playing "You" statements:

"You're looking sour today"
"You're always picking on me"
"You! You always take the wrong meaning"
"Well, it's your fault"
"No, you're the one who started it"
"You stink!", and so on.

We replayed the scene using only "I" statements. Amazing things happened. This made them realise just how much power and control they had in any situation by speaking only about themselves.

All of these things were examples of choices, and simple changes of behavior.

If you are not getting what you want - change your behaviour.

This was followed quickly by -

Love or like the person.
Hate or dislike the behaviour.

This explained to them their mixed feelings about themselves, their families and friends.

We replayed the key points over and over again:

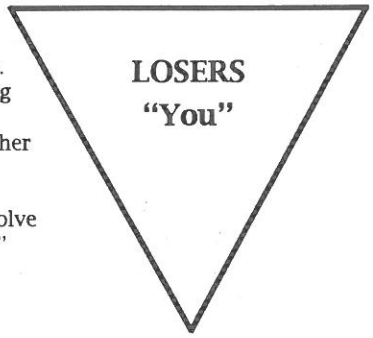
1. Be aware of the first bodily signs of anger.
2. STOP & THINK: What do I want?
How am I going to get it?
3. Use "I" statements.
4. If you are not getting what you want, change your behaviour.
5. Love the person, dislike the behaviour.



(cont. next page)

Losers and Winners

I introduced them to the Transactional Analysis Losers' Triangle:



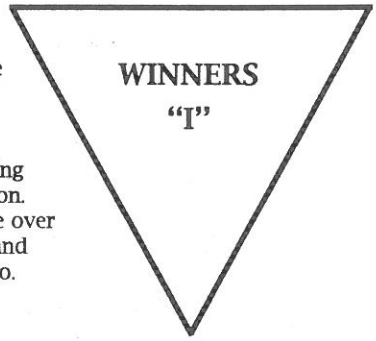
Rescuer
*Has concern for the victim.
*Does thinking and problem solving for other person.
*Takes over.
*"You can't solve this problem."

Persecutor
*Wants to satisfy own needs.
*Blames other person for what they get, or don't get.
*Wants others to suffer.
*"You caused this to happen to me."

Victim
*Sufferers or potential sufferers.
*Feels hopeless.
*Helpless child pose.
*"Poor me."

They all identified with this, and placed themselves, their brothers and sisters and parents in it (some of them saying - that's what used to happen!).

Then I introduced the Winners' Triangle:



Caring
*Has concern for vulnerable person.
*Does not do thinking and problem solving for other person.
*Does not take over unless asked and willing to do so.
*Listens.

Assertive
*Satisfies own needs.
*Asks for what they want, using "I".
*Makes changes to get their needs met.
*Has assertion skills.

Vulnerable
*Suffering or part suffering.
*Has problem solving skills.
*Uses adult state.
*Knows where to get help.

I explained there was little difference between:

Rescuer and Caring Person
Victim and Vulnerable Person
Persecutor and Assertive Person

The major difference was the use of the "I" statement.

Then I introduced the Transactional Analysis "People are OK" concept, and its four positions:

1. I'm OK, you're OK.
2. I'm not OK, you're OK.
3. I'm OK, you're not OK.
4. I'm not OK, you're not OK.

We discussed this at some length.

Living Metaphors

As the group progressed, there were wider issues I wanted to deal with, so I asked them to say the craziest things they could imagine happening.

"My mother and I going to the zoo and talking to an animal." After discussing this in the group, she went home and talked to her mother in a way she had never talked before. They are much closer now, and she knows what to do in the future.

"Getting pregnant." Fortunately, I had a woman assistant who had been pregnant at age 16, and she spoke about this in detail. This led to questions such as: "How does the baby breathe in there?" "How does the baby get out?" I was amazed at their lack of knowledge, and decided then and there to give a full sex education lesson.

"Ride a surf board across the top of the sea to an outlying island." What a powerful young woman she was! She had no idea of her power, but was always in trouble in the classroom, clashing with teachers. Then her classmates described how she could quiet the class whenever she wanted to. Once she was made aware of her power, she found she didn't need to prove it so much.

Changes

Many changes happened in these girls' lives. For example:

All of these girls sat at the back of their classes. I suggested they sit at the front. They did this and reported to me that they got a lot more work done.

They all complained about a new physical education teacher who seemed to stare at them and take every opportunity to touch them. One of the girls spoke to him about it and he told her it was the first time he'd taught in a co-educational school and he didn't know how to treat girls - he was nervous about them. The girls reported his behaviour towards them changed - he was nice.

One girl had a big argument with the basketball coach and got so angry she walked off the team. I asked her what did she want? She said she wanted to play basketball, she loved basketball. "How are you going to do that?" [Silence.] Then, "I know what to do." She spoke to the coach and was back on the team.

One girl came in with a friend. Something was very wrong; neither of them should have come to this class. After gentle questioning, she burst into tears and said her father was going to beat her

when she went home. She had been beaten before. All the girls identified with this situation, so I asked them for their help. "Don't run away. That doesn't do any good." The voices of experience. "Have someone else there." "Who?" "Someone he listens to." We arranged to have a person the father respected just happen to be in the house when the girl got home from school.

This made me realise that these girls needed support in the community. I encouraged them to find someone outside their home who they could call on or go to.

And so -- the Anger Management classes made a lot of difference in quite a few people's lives. I had great fun with these girls and became very fond of them. They had "passion", and one or two of them are going to be superb women -- great leaders.

I thank them for what they taught me.

****

Julie Jarman is a NLP Master Practitioner and Trainer in Wellington, New Zealand. She is the mother of four, and has four very special grandchildren. She has been an advertising executive, personnel consultant, and professional weaver. "All of these things, especially being a wife and mother, have enriched my life and provided immense learning opportunities."

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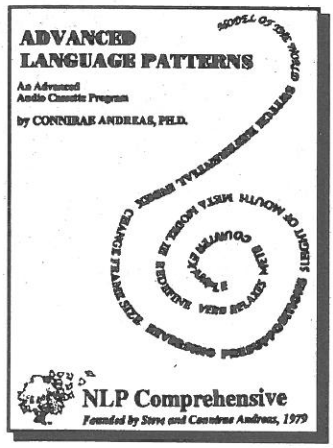
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Name _____

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Are you a current member of IANLP? ❑ Yes ❑ No

Check items in each category applicable to your presentation:

Format
- ❑ Panel
- ❑ Workshop
- ❑ Videotape

Videotape
_____ Minutes

Audience NLP Skill Level
- ❑ Advanced
- ❑ Basic

Time Length
- ❑ 3 hours
- ❑ 1.5 hours

Section/Interest Area *(Please indicate in order of applicability: 1,2,3 etc.)*

____ Education ____ Business ____ Mental Health ____ Health

____ Modeling Performance ____ General ____ Trainers ____ Research

Please mail your proposal to:

The NorthEast Conference Committee
c/o Advanced Communication Training
Rachel Hott
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201/509-9599 home/office

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Please provide the following information:

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* 350 words describing your presentation for inclusion in the conference brochure and program.

* 50 words describing the presenter.

* How the presentation relates to NLP.

* Length of your presentation (1-1/2 or 3 hour time periods available).

* Contact information for your work and home.

We will inform you of the status of your proposal by JULY 31, 1993.

Please mail your proposal to:

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1/2 pg.	3.70x9.50	7.4x4.75	35.2
2/3 pg.	4.70x9.50	7.4x6.33	46.8
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Keynoter: **Peter Kline**, author, *Everyday Genius*
"TEN STEPS TO A LEARNING ORGANIZATION"
Peter Kline & Bernard Saunders *(publication, Summer, 1993)*
[See the article covering Peter Kline and his book on page 23.]

▼ Conference "CALL FOR PROPOSALS" GUIDELINES ▼

For your presentation to be considered, please provide the following:

-- (must be typed) --

1.) 50- to 200-word description of your proposed presentation for Program Committee use in determining proposal selections.
2.) 35-word presentation description for inclusion in conference brochure and on-site program.
3.) 20-word description of the presenter or moderator for inclusion in conference brochure and on-site program.

Descriptions will be used as submitted. Therefore, be sure to edit your material and limit your words to the numbers requested in #2 and #3. Resumes or curriculum vitae will NOT be accepted as description.

Note 1: Due to the fact that IANLP is a volunteer-run, non-profit organization, registration fees will not be waived for presenters and moderators. Presenters will also be responsible for rental fees of their own audio and visual equipment and must be an IANLP member in good standing.

Note 2: For your proposal to qualify for acceptance, you must be a member in good standing, adhere to requirements #1-#3 listed above, reflect a general alignment with the goals of IANLP and have respect for NLP Presuppositions.

Please have clarity in your proposal description.
Because we have so many excellent presenters from whom we can learn, individual presentations will be limited to one (1) per person. A second proposal will be considered for a joint presentation-panel.

You will be notified about the status of your proposal.