



Issue - 07
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High Performing Teams Learn & Grow Together!

Team-Building is NOT what you think!

Do you work with a team you can trust?

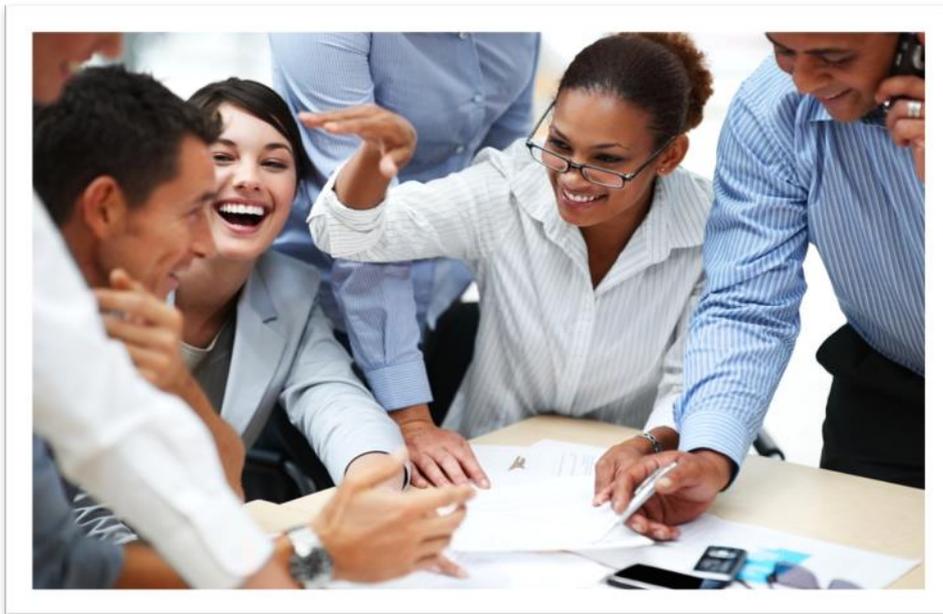
In my experience, the number one failure in team performance is the lack of trust between team members! Trust is a small word with a big and diverse meaning. How trust is interpreted will depend on the experience and beliefs of the interpreter. Yet, it is the most common word which I hear when I ask people what is lacking in their working teams. Very few companies take the time to unpack this word which describes so many different feelings, thoughts, behaviours and expectations people unconsciously have about the people they work with. Instead of taking the time to understand each other by clearing out these distorted thoughts and feelings, they send them for 'team-building'.

The belief that having 'fun' together is what makes teams work better together, is a myth! In the past, 'team-building' was predominately about having 'fun' together. Companies would send teams on some outdoor fun activity and thought that if they had fun together they would come back as a stronger team and work better together in achieving results.



"I recommend this training to everyone as the exercise really tries to unleash your leadership potentials"

CEOs and HR Leaders who still believe that outdoor activities like building rafts, sandcastles and playing sports, is what motivates teams to perform better at work, are outdated. This kind of thinking is 20 years behind the the latest developments in human potential. Yes, by all means, do these things as fun company outings and to create camaraderie amongst employees. But thinking that this will create high performing teams on Monday morning, is just a delusion and will lead to disappointment. Research done some 20 years ago, has demonstrated that it simply does not! 'Fun outside the office' does not transfer back to the office or workplace as any sort of performance improvement. Nor does it dissolve hidden conflict, lack of communication or influence the team to work more cohesively. Once people enter the office on Monday morning, everything is back to normal and the mistrust, back-biting, misunderstanding and 'silo' thinking kicks back into action before morning tea! There are a lot more anchors at work set by prior experiences which will be triggered at work. These are all over the building from the office layout, doors, desks, offices, company culture, colleague interactions and the general environment. These anchors last longer and have a stronger affect than those set outside having fun for one day.



So what does work? What can influence the performance of a team? In my experience a team who performs together is a team who feels safe to fully express themselves and who feel valued as individuals, who are involved and heard. These are just four requirements for trust to exist, and there are many more, before a team can become a **high performing** team. If members are not able to hold honest, authentic and meaningful conversations with each other, all other efforts are lost!

Individuals perform better when they fully understand and are aligned to the purpose of their job, when they are clear about what their role in the team is and are able to contribute in co-creating the future strategy. **Involvement** creates engagement. By involvement, I do not mean inviting employees to attend a presentation where management inform them about company goals, values or vision. Involvement without co-creation is just information giving.

"It was an awesome and enriching journey fully of internally driven adventures"

Effective co-creation cannot exist unless people are given the opportunity to contribute, the space to truly listen to each and speak honestly and respectfully with each other. This includes having healthy conflict and facing difficult conversations with courage and respect. Having the courage to say what needs to be said without fear of judgment.

Over the last 5 years, my experience has shifted from one-on-one coaching to 'team' coaching. I have worked with over 50 challenging teams in the corporate environment in several industries, yet the problems are usually the same. What I have found is that when teams learn and grow together, they perform better. By learning I am referring to learning new skills, learning more about the significance of their jobs, learning more about the purpose of the organisation, the vision of the CEO and Executive team, learning more about one another and most importantly, learning more about themselves. High performing teams are teams who value individual contribution, identify collective challenges, apply systemic thinking and work towards co-creating collective solutions.

I have met many HR Managers who arrange a lot of training for their employees but very few who truly understand the powerful value of people actually learning 'together'. They may be in the same training room but they are not learning anything 'together'. They may be seated next to each other but the learning is done individually. This is because they focus on external behaviours and communicate about what needs to be 'done', plans, actions, objectives, strategies or whatever the content is. The focus is very seldom on what's going on, on the inside. The thoughts, belief structures, thinking patterns, frames of mind or emotional states. Without proper deep listening and supporting and giving and receiving feedback, the learning becomes superficial.

Creating a Dream Team

This is why we focus on building teams from the inside out! We spend a good amount of time framing the learning by installing the right states, intentions, and meanings required for the learning. Discovering the purpose of coming together as a team and preparing for the results they want to achieve as they learn, grow and co-create together. We also allow themselves to identify their own thinking patterns and explore other's to expand their perceptual flexibility in their thinking. **High performing teams** consist of authentic self-leading individuals, who create high meaning for the work they do. These are Leaders who understand the value of systemic thinking and who become extraordinary communicators.

This is why we teach basic **Meta-Coaching skills** and **Neuro-Semantic** tools and techniques in all our team development programs. Leaders who use coaching skills to enhance their leadership style, know how to inspire and empower others, will influence others positively, and unleash the highest potential of all those they work with.

By understanding the basic NLP Communication Model, leaders have a better understanding of human behaviours and thinking and will therefore have a better insight into the thinking process which creates personalised realities. In some cases it has meant that team members hear, see and feel each for the very first time. Imagine that! Being in a room where you feel totally heard and valued?

"NB stands for the locksmith that design the key to unlock the door of our hidden potentials"

We offer a program called '**Creating a Dream Team**' which requires giving and receiving sensory based, quality face-to-face feedback. We do this by co-creating a safe environment for individuals to 'speak from the heart' in a process I have carefully constructed after all my years of experience and training.

Would you like to experience this?

New Beginnings offers two programs:

- Creating a Dream Team - Team Development and Team Coaching
- Unleashing Leadership - Leadership Development

These are tailor-made to include your company objectives, strategy, vision, and values. If you would like to find out more about these, please email me on: sandra@newb.mu. Find out what some of our clients who have experienced it say on our 'Testimonials' page: <http://newb.mu/testimonials/>

Teams that learn together, grow together! Co-creating and collaboration can only exist if team members have open and meaningful conversations with each other. This requires a strong sense of self-efficacy and self-leadership. Do you have these qualities? Would you like to become a leader that everyone loves? People love Leaders who they admire and trust. Are you trustworthy? If you have answered 'yes', how do you know that?

Leaders that lead well, perform well. This takes courage. Do you know why? Because true leaders are self-confident and have a high positive self-regard. This requires being vulnerable and leading with ruthless compassion. Listening and supporting those you work with. Not listening from your own perspective, but listening through the mind-maps of the person you communicating with. This allows for meaningful conversations to emerge as opposed to communicating with hidden agendas, saving face, wanting to please, entangled with fears of speaking the truth. There is nothing more fulfilling, that gives you personal satisfaction and a meaningful job than working in an effective high performing team! Ask the Fiji Gold-medal winning Rugby 7's team!!

I will be back in Mauritius in November 2018. If you are a past client and you want to connect with me while I am there, please send me an email. I would love to catch-up.

Do something different with your teams!

Results do not determine Success! Its Success that determines Results!! ~ Alfred Korzybski

To your highest and best!

Sandra



NEW BEGINNINGS
The Professionals in Business Revival

2018

NEURO-SEMANTICS TRAININGS



www.neurosemantics.com



www.metacoachfoundation.org

WHAT IS NEURO-SEMANTICS?

Neuro-Semantics is about

- PERFORMING our highest and best MEANING
- ADDING richer and more robust meaning to our performance
- TRANSFORMING AND UPGRADING the embodied meanings we are now performing that do not enhance our lives or facilitate our resourcefulness



Dr L. Michael Hall Ph.D
Founder of Neuro-Semantics

SEMANTICS refers to the MEANINGS we make as meaning-makers (about yourself, others, life, career, health, wealth, relationships etc)

NEURO refers to how we feel, experience and perform our meanings in and through our body, physiology, and mental and emotional states.

NEURO-SEMANTICS IS A MODEL ABOUT HOW WE CREATE AND EMBODY MEANING.

NEURO-SEMANTICS IS A FIELD, THAT USES THE META-STATES MODEL FOR UNDERSTANDING OUR UNIQUE KIND OF CONSCIOUSNESS AND THE NEURO-LINGUISTIC PROGRAMMING (NLP) MODEL FOR DETAILING HUMAN PROCESSING AND EXPERIENCING.

NEURO-SEMANTICS IS AN INTERNATIONAL ASSOCIATION OF COACHES AND TRAINERS IN LEADERSHIP, MANAGEMENT, BUSINESS AND SELF-ACTUALIZATION.



WHAT IS META-COACHING?

Coaching is the art of facilitating a process with an individual or organisation to a specific agreed upon outcome, by means of a ruthlessly compassionate conversation that gets to the heart of things. By exploring the client's core meanings, to identify and mobilize inner & outer resources for generative change. To develop, unleash and actualize the client's potentials for achieving his or her dreams.

Meta-Coaching is a leading-edge coaching methodology that transcends traditional performance coaching, taking both coach and client to higher levels of developmental and transformational coaching. It's called 'meta' because meta means 'a higher level'. At these levels profound change and growth occurs naturally and easily. The results are transformational.

The **Meta-Coaching System** provides the most cutting-edge communication and coaching training, available in the world today. It is an accelerated coach training system that supports participants to move through learning modules, culminating in the credentials for being a Master Coach.

Meta-Coaching training is for those wishing to become professional coaches as well as any individual or organisation committed to rich relationships and success.

“Coaching is really about being a professional communicator, which begins with really, really listening, and then enabling people to sense that we care about what they said and think; then asking the kind of probing, penetration, incisive questions that get to the heart of things quickly and powerfully. It also means listening and calibrating so precisely that you can mirror back their own responses so people can actually hear themselves.”

Michael Hall



WHAT MAKES META-COACHING TRAINING UNIQUE?

- Academic rigor and practical application is its essence.
- It is comprehensive.
- You will learn from Master Coaches.
- It is based on experiential learning and not lectures.
- You will have ongoing support & development through the Meta-Coaching Foundation (MCF)
- There are structured and practical steps to ensure that the methodology is strategically followed for specific results.
- All models and techniques must be 'applied-to-self' first, for complete understanding and embodiment.

WHO WILL BENEFIT FROM META-COACHING TRAINING?

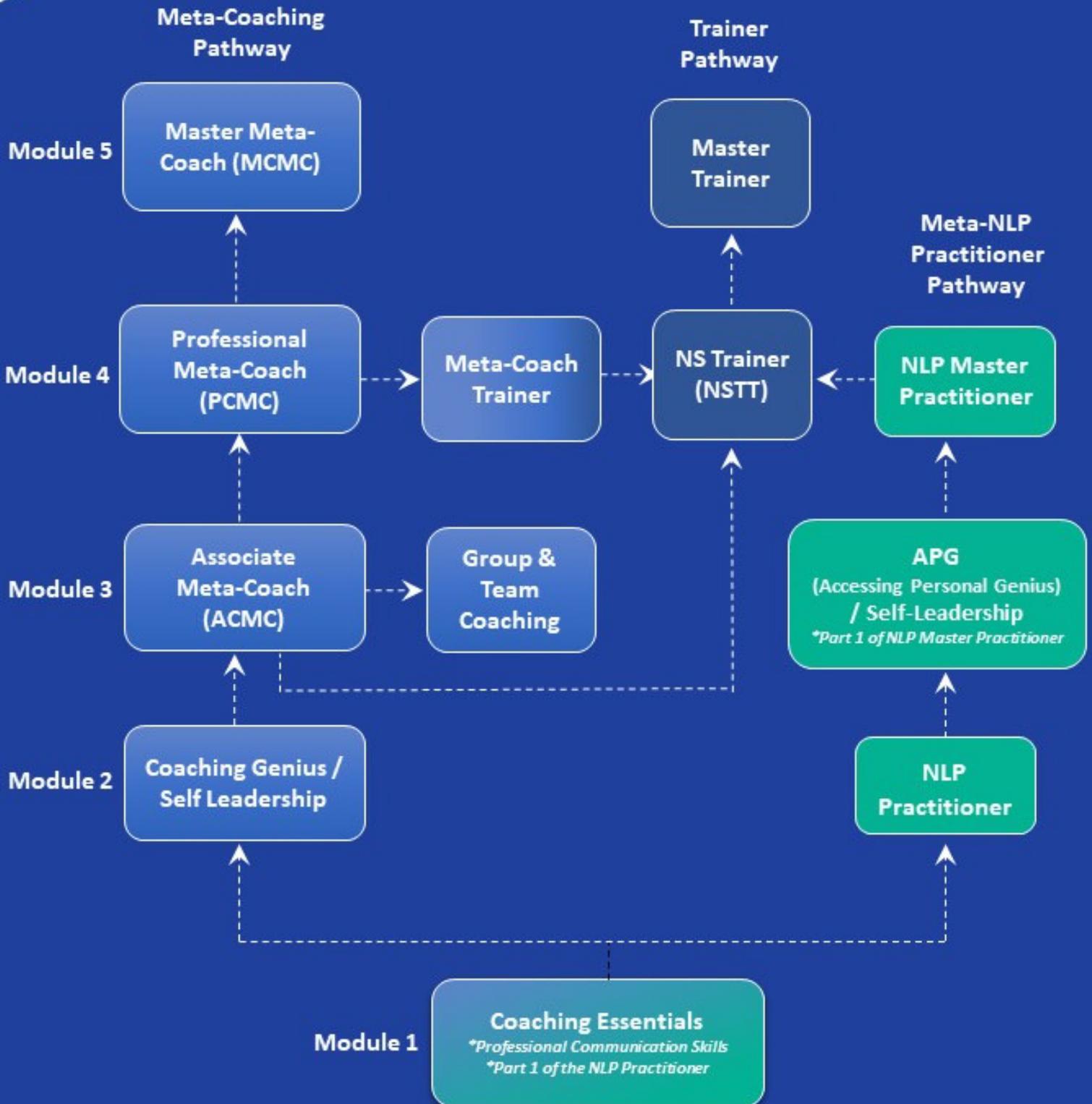
Meta-Coach Training has both broad and specific application. It is ideal for:

- New and experienced Coaches who want to give their clients effective, cutting-edge coaching.
- People passionate about transformative human growth & development.
- CEO, Entrepreneurs, Managers, Sales Managers who want potent tools to optimise the performance of their teams or business.
- Parents and Teachers wanting to nurture and support human development.

The **Meta-Coaching System** is the training system based on **Neuro-Semantics** methodology, certified by the **International Society of Neuro-Semantics (ISNS)**. The **Meta-Coaching system** has been developed against benchmarks and standards of the highest order to ensure all certified Meta-Coaches, not only understand the theory but are able to practice the 7 core skills with precision. Module 3 includes many hours of practical assessments, where Meta-Coaches are given sensory based feedback against these benchmarks.



The Neuro-Semantics Pathway





THE META-COACHING PATHWAY



Module 1:

Coaching Essentials

Professional Communication Skills

4 Full Days

Cost per Person: USD 1200

Learn the skills of effective and professional communication with a comprehensive introduction to leading-edge NLP. Increase your Conversational Intelligence and learn the 7 core Meta-Coaching skills.



Module 2:

Coaching Genius

Self-Leadership

3 Full Days

Cost per Person: USD 890

Experience the joy and excitement of unlocking your own natural genius and that of others. Find the skills to take charge of your responses, emotions and communication, while remaining focused and committed to the pursuit of your dreams.

Save USD 500 if you book Part 1 & 2 at the same time



THE META-NLP PRACTITIONER PATHWAY



Part 1: Meta-NLP Practitioner Certification

4 Full Days

Cost per Person: USD 1200

Learn the skills of effective and professional communication with a comprehensive introduction to leading-edge NLP. Increase your Conversational Intelligence and learn the 7 core Meta-Coaching skills.



Part 2: Meta-NLP Practitioner Certification

4 Full Days

Cost per Person: USD 1200

Discover your most effective self with a comprehensive introduction to leading-edge NLP, giving you access to the full range of models with deep understanding and practice, and through industry leading facilitation to calibrate your new skills.

Save USD 500 if you book Part 1 & 2 at the same time



THE SELF-ACTUALIZATION SERIES

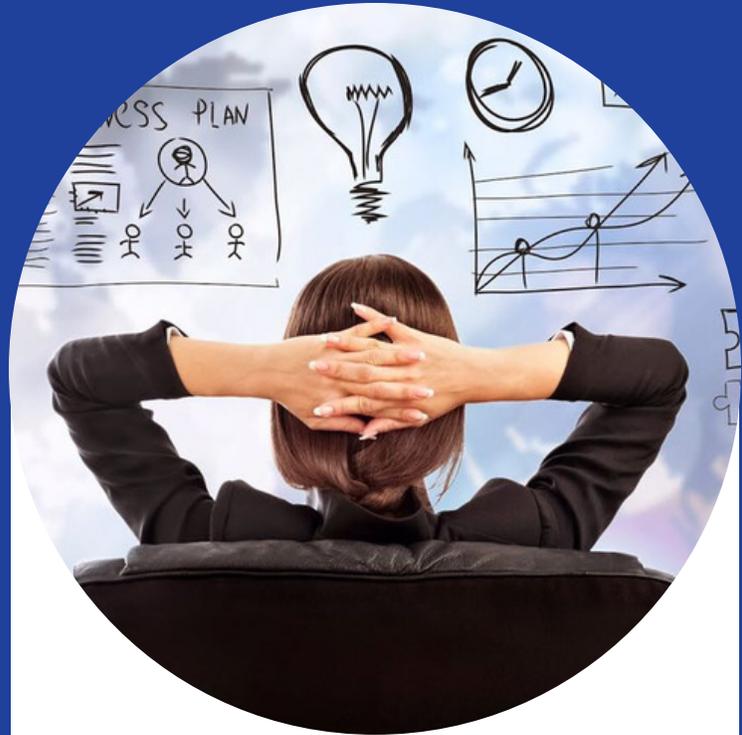


Unleashing Leadership

3 Full Days

Cost per Person: USD 820

Unleashing Leadership is designed for Managers and Executives who want to transition to becoming Self Actualizing Leaders. The New Leadership philosophy is about authentic Leaders who perform at their peak and bring the best out of others. Explore the different kinds and dimensions of power needed to be an effective leader. Create and design your very own, personal Leadership Matrix.



Unleashing Innovation & Creative Problem Solving

3 Full Days

Cost per Person: USD 820

Creativity isn't complete by just thinking about something new and useful - it is the direct result of someone taking action and bringing a new idea to fruition. Learn how to apply problem-solving tools for the current business environment, where problems can be complex and costly. Learn powerful conversations that will unleash a different kind of thinking to solve problems.



NEW BEGINNINGS
The Professionals in Business Revival

NEWB HALLMARK TRAINING



Creating our Dream Team

4 Full Days

Cost per Person: USD 1800

2 Full Days Strategic Team development and Team Coaching program that is perfect to re-energise working teams. Includes a 12 step process and a 'Truth and Transparency' individual personal feedback session where all team members participate in a 'Circle of Truth'. This program defuses conflict in teams and improves team cohesiveness and collaboration. It includes a 360 Assessment and feedback



Leadership Development Program

6 Months Program

10 Full Days Training

Develop a transformational mindset change and culture change as well as personal development and grooming for current and Future leaders. This program will ensure effective and powerful leadership in the future to grow the business and take it from strength to strength. This program improves the way Leaders communicate by using coaching skills to hold inspiring and meaningful conversations with their employees, colleagues and clients. It includes a 'Coaching Project and an organisational case-study.



NEW BEGINNINGS
The Professionals in Business Revival

The Trainer



Sandra Viljoen

*Meta-Coach &
Neuro-Semantics Trainer*

Sandra is the Director of New Beginnings Coaching. She has 16 years experience in Coaching, facilitating and developing leadership development programs. Sandra has been coaching and developing leaders from various organizations since 2004.

Sandra is an Executive Coach and has coached many leaders, managers and executives in bringing out their best leadership style. She is an active member of the **ISNS** (International Society of Neuro-Semantics) Leadership team representing Mauritius and South African Trainers. She is also on the board of **SAINS**, the South African Institute of Neuro-Semantics. She started the **MCF** (Meta-Coach Foundation) in Mauritius and has appointed a leadership group of Mauritian nationals to carry it forward. She has trained over 400 people in Neuro-Semantics and certified 25 of the first Mauritian Meta-Coaches.

She founded the first Coaching Association in Mauritius, called **IOCA** (Indian Ocean Coaching Association) in 2013 and was President until it was renamed as **MCF**, Meta-Coaching Foundation in 2016 and she now mentors this group as it continues to grow.

She is Vice President of **ODLA** (Organisational Development and Leadership Association). This is an Association she co-founded to cultivate future leaders and assist companies to optimise OD (Organisational Development) strategies.

She regularly consults to organisations on the improvement of **people performance, and employee engagement to increase the “Human Capital” value of organisations**. She has developed a unique model (**Holistic Approach to Business**) to align brand promises with the essential components of organisational culture, systems and processes, centric customer service strategies and people development as well as her own personal coaching model called **SPECTRA**.

She is currently residing in **Fiji** and in the process of opening New Beginnings in Fiji. Sandra is well traveled and therefore world-wise and well read. She keeps herself up to date with all the latest leadership and business concepts to enhance her expertise. In addition, she is very charismatic and has extensive experience in field of People development and most of all, is very passionate about **people, cultures and personal development**.



NEW BEGINNINGS
The Professionals in Business Revival



The training is hosted by **New Beginnings**, a registered Training Institution with the **MQA** (Mauritian Qualifications Authority), since **April 2011**. We specialize in people Development, Customized Training and Professional Coaching. We offer a wide variety of exciting products and services that focus on **people, passion and emotions**.

New Beginnings brings internationally recognized programs and is the only licensed provider in Mauritius for **eC@PS**, a unique Compass Aligned Performance System Training Tool, **Identity Compass** Personal Assessment tools and the **Meta-Coaching Training system** certified by the International Society of Neuro-Semantics. It can be assured that after attending a New Beginnings workshop, you will walk-out feeling motivated, enthused and passionate about yourself, your company and serving customers!!!



www.neurosemantics.com



www.metacoachfoundation.org

How to register

Registration can be made directly on our website. (Click on the '**Register for Courses**' tab and pick the course of your choice): www.newb.mu

For more information on the courses, email us on newb@newb.mu

For more Info

