

RAPPORT

The Magazine for NLP Professionals

Issue 60

www.rapportmag.com

**60th
issue**

**Steve
Andreas**

**Iconoclast,
thinker, encourager,
NLP influencer,
family man and friend**

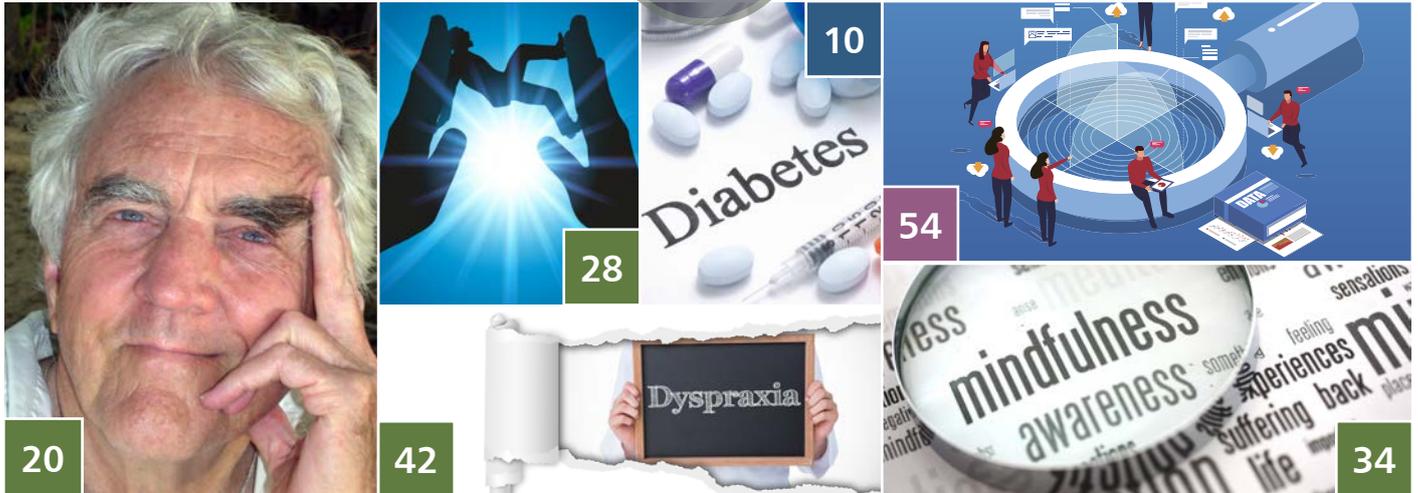
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RAPPORT

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60th
issue

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Creating positive change in prison



By Kevin George

In March 2017 I delivered an Emotional Literacy programme in Wandsworth Prison. The programme covered conflict resolution, anger management, social and relational bullying, empathy, the pressures of being male, and consequential thinking.

My class consisted of nine inmates, all aged between 22 and 45, men who had committed crimes from drug dealing to armed robbery. I used various processes from NLP; however I found great success in perceptual positions, particularly with one inmate who struggled with constant rejection from the parole board. Due to confidentiality I will call him John.

John came to my class because he got paid to and because he wanted his attendance to be noted on his file so that it would strengthen his case when he next went up for parole. John made most conversations and activities about his parole. Although a calm jovial character, at times John became physically animated as he described the stress he was going through. His overall thoughts were that he was unfairly judged and that the decision on his parole was already made before he went into the room.

I chose to use perceptual positions to facilitate a different perspective to help John.

Position 1 – John

John entered Position 1 and it started like any other day. He described the scene as though he was helpless to it, unfair judgements were made and he was the victim.

I only knew a little about John's past, which included a robbery he had carried out and a couple of footballers he had met, and he would also speak to me about missing his daughter. I knew John as a person who was going through a lot, with sharp banter and great calibration skills (from observations he shared about myself and other facilitators).

However, when John entered Position 2 I was about to learn a lot more about him.

Position 2 – The Parole Board

Throughout this paragraph I will refer to John as the Parole Board as that's the role he played in this seat; he represented the board as one. I asked the Parole Board to say what they thought of John. They said that John was an aggressive man with a criminal record who had 17 admissions to support their opinion and they did not think he was fit for release, going by his past and some skirmishes that had happened recently in prison.

The whole room froze. This room would usually have people



fidgiting with the odd whisper between a couple finding it hard to focus their attention on one thing for too long, but at this moment the silence was strong and the room was so still that a blink would be chaos.

The Parole Board went on to give further reasons why John shouldn't be released.

Position 3 – Neutral

Throughout this paragraph I will refer to John as the Neutral as that's the role he played in this seat; he played the role of a passer-by.

Listening to John talking about his unfair treatment and the Parole Board talk about John's aggressive history, the Neutral was asked to give an opinion. The Neutral understood both sides and believed that John still had a lot of work to do at his end and that the conclusion reached by the Parole Board was the correct decision.

The room was still frozen.

John had blown the room away! I was taken aback by his ability to take up the position of others whilst feeling so isolated, angry and mistreated. To strip away in an instant the feelings and the lens that had taken years to create was the biggest revelation I have seen when taking someone through an intervention. Not only because of what he shared but also from the place where he metaphorically shared it from, the parole room and the Parole Board. Two negative anchors so powerful that even when mentioned they triggered unconscious cues of discomfort: this was mind blowing.

There was a big shift in John's behaviour from then onwards. He went for parole and was rejected but he took the rejection in his stride – something I could not have foreseen happening previously as he was carrying out erratic behaviour in anticipation of the rejection.

John was on the 'ship out' list so two days later his seat was empty and it was then I learnt that he had been shipped out to another prison.

Prison has been my favourite place of work to date and John's experience has contributed to this factor, because it helped me towards my overall mission of leaving the world in a better place than I found it. ●

I chose to use perceptual positions to facilitate a different perspective

ANLP – Raising Awareness

Issue 60 opens on your desk, lap, table, laptop, desktop, notepad, phone and the information sinks in...the sad passing of Steve Andreas and our celebration of his life's work, the Conference Masterclass piece by Judy DeLozier and Judith Lowe and many more insightful articles...

We invite you to read them all!

If you have a story, an opinion, an observation or a view on how NLP can develop in the future...we may be able to use it for a Rapport article. Our articles are community-based and provide our membership and the wider NLP audience with insight into all that is happening inside the world of NLP and how it is helping in the outside world too.

If you're interested in submitting, please check the submission guidelines at www.anlp.org/get-published-in-rapport-magazine and send details of your idea to rapport@anlp.org – we will be happy to review it and see if we can publish it in one of our upcoming issues. ●

Who else gets to read these articles?

ANLP stands for professional standards in the delivery and use of NLP and we are the independent international professional association that upholds the ethical practice of NLP. 'Excelling with NLP – Excelling in NLP' is how we view our members and the people they serve. And we maintain these standards behind the scenes.

Our intention is to go far beyond the NLP community and to distribute *Rapport* into health spas, libraries, GP practices, charities, school staff rooms, universities, airport lounges and others...where do you suggest we can send a free copy of Rapport to raise awareness of NLP? Contact us on future@anlp.org with your suggestions... ●

Do you know that we have a complaints procedure?

When we are called upon to use it, we invoke the independent review panel to facilitate the process. This gives the general public the peace of mind to know that our Members are responsible and accountable for their delivery of NLP and that we take every complaint seriously. It harms our profession if we do not. ●

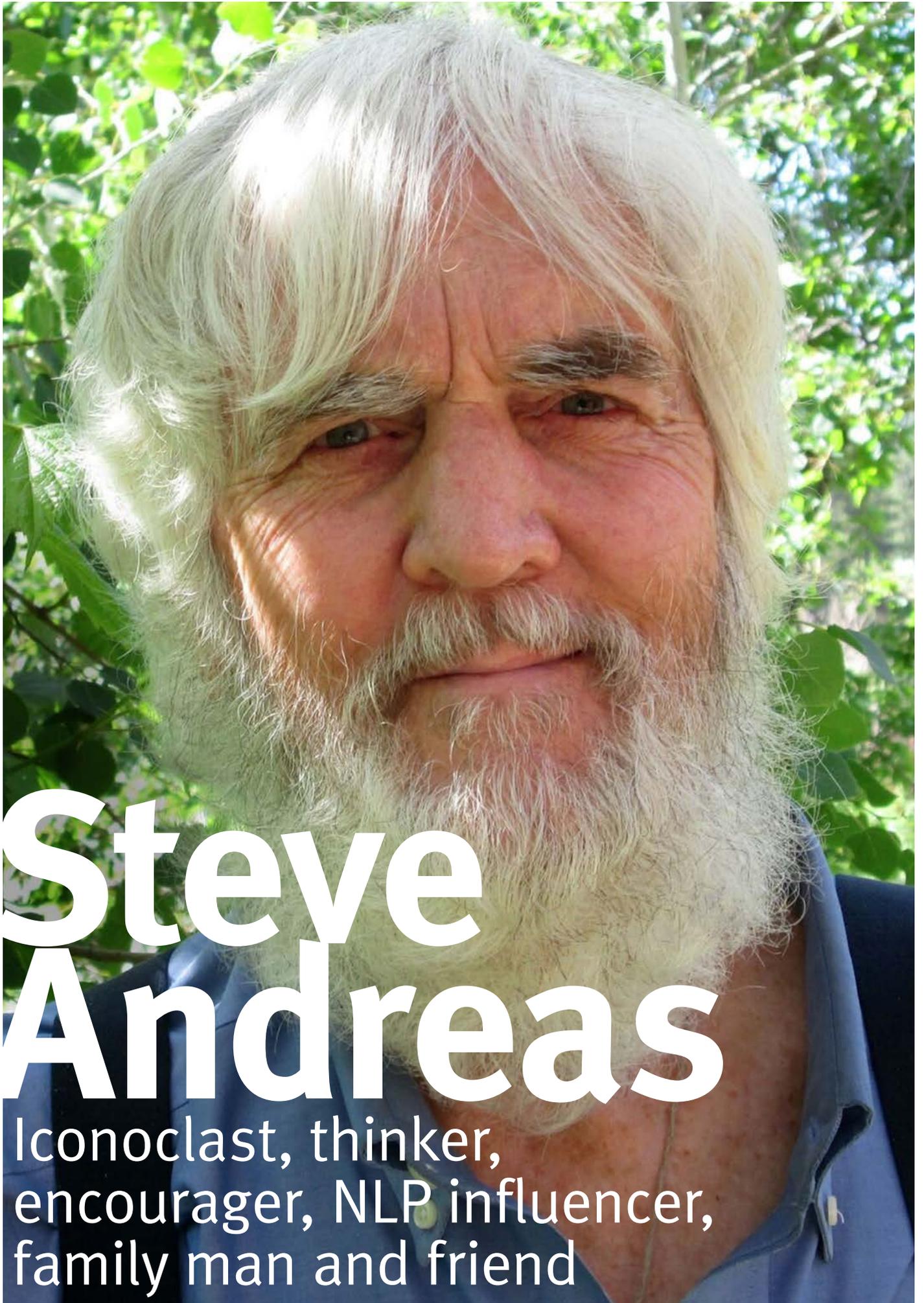
Did you know that ANLP is a CIC?

A community interest Company (CIC), also known as a social enterprise, is 'a business with mainly social objectives whose surpluses are reinvested for that purpose in the business or in the community, rather than to maximise profit for shareholders and owners.* Our objective is to support you in your work with NLP and to raise standards and awareness of NLP.

*(https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/641412/13-786-community-interest-companies-frequently-asked-questions.pdf – What is a CIC? Accessed 18/09/18) ●

60th
issue





Steve Andreas

Iconoclast, thinker,
encourager, NLP influencer,
family man and friend

Steve Andreas died peacefully on 7th September 2018, surrounded by his family. He was able to choose his ‘time to transition’. *Rapport* asked Tim Hallbom and Andy Coote to write a retrospective on Steve’s life and influences.



By Tim Hallbom and Andy Coote

Social media filled with tributes to Steve in the immediate aftermath of the news of his death. His wife Connirae wrote, a few days after his death, ‘We will miss him greatly. It is some consolation that he went quite peacefully – which is the kind of “exit” he was wanting. He was surrounded by family.’

Steve had been diagnosed with Parkinson’s disease and his condition had deteriorated quickly. Connirae continued, ‘He made the choice to use Medical Aid in Dying, which became legal in Colorado about a year ago. After his final goodbyes, he took the medicine, took a deep breath, and almost immediately let out a big sigh that looked like relief. He looked more relaxed than I’d seen him in a long time.’

Steve Andreas was born John O Stevens on 14th November 1935, in Hawaii. When Steve was just six years old, he watched the attack on Kaneohe Bay (part of the Pearl Harbor attack), alongside his parents, from their home on the Bay. He received a BA in Chemistry at Caltech in 1957 and his MA in Psychology at Brandeis under Abraham Maslow in 1961. His mother was gestalt psychotherapist Barry Stevens, and in 1967 Steve founded Real People Press to publish *Person to Person* written by his mother and Carl Rogers.

Steve studied gestalt therapy with Fritz Perls at the Esalen Institute on the West Coast from 1967, edited Fritz’s books *Gestalt Therapy Verbatim* and *In and Out the Garbage Pail* and then in 1971 wrote *Awareness*, a book of exercises based on gestalt therapy.

Steve described his transition from gestalt to NLP in *Rapport* in Autumn 2006. ‘I had been doing gestalt therapy for seven years when I went to an impromptu presentation by Eric Marcus at a Gestalt Therapy Conference in August 1977. He had just come back, very excited, from five days with Bandler and Grinder. What really hooked me, and my wife Connirae, was that everything that he said, most of which sounded pretty improbable and outrageous, could be easily tested.’

John O Stevens became Steve Andreas upon his marriage to Connirae and they became involved in the early NLP scene, working with both Richard Bandler and John Grinder. He edited and wrote the preface for *Frogs into Princes*, a book that brought many people into NLP, including Tim Hallbom. Tim recalls, ‘I got excited as I knew instinctively that NLP was what I had been looking for. I thought, finally you can actually test what you are doing to determine if it is working in effecting real change. Obviously I wasn’t alone as that book catapulted NLP into the world of psychotherapy and change work. Over the years having Steve as a mentor, a teacher and a friend has brought out the



If he thought you were up to something good, he would support it

best in my NLP skills.’

Steve was an incredibly generous person, supporting the NLP Research and Recognition project, connecting trainers with institutes who could use their services, and giving materials to people who could use them. As Robert Dilts says, ‘If he thought you were up to something good, he would support it.’ The RTM protocol (reconsolidation of traumatic memory), which the NLP Research and Recognition Project is using to build evidence for use in combatting PTSD, was based on a Richard Bandler technique which Steve Andreas tested and promoted.

Tim notes that Steve did not like to autograph his books and made it a personal policy not to. ‘Milton Erickson once approached him with one of Steve’s books and handed him the book and a pen, a clear behavioural presupposition. Milton asked, “Is the implication clear?” Steve thought for a while then signed “Milton Erickson” on the inside cover. Milton seemed pretty unhappy with that, so Steve added “To Milton Erickson, with great respect”.’ Charles Faulkner notes that this was the only book Steve ever signed, until much later when Steve decided he was OK doing it if it made people happy.

More recently, Robert Dilts recalls, ‘When I was nominated for the Lifetime Achievement Award (at the NLP Awards in 2018), I suggested that Steve should receive it, so he could be honoured “while he was still with us”. Even though many agreed with that, Steve refused the honour, being the humble person that he was.’

Robert was sponsored by Steve and Connirae to conduct a seminar in Boulder, Colorado in 1978. They set him up with people to work with outside the seminars so that they could actually watch Robert work. ‘Steve was a real learner – he wanted to experience what skilled people actually do rather than just to be told about it. It is a joy and a privilege to have been able to call him a colleague and a friend for the past 40 years. Steve was the first person to hire me from outside of California. Goodbye and love to one of the giants of NLP.’

Charles Faulkner was an NLP comprehensive trainer from 1987, then Executive Director. He co-taught advanced topics with Steve and contributed to his book *Six Blind Elephants*. ‘Steve was an original, in the same league as those he studied with and edited. With his iconoclastic presence, small “chunk” mismatching, and huge compassion, some might have missed his range. When I brought an idea to Steve, he would, in his words, ►

- ▶ “pull me back down to earth”. Whether it was noticing that chunking is two things (scope and category) or that people were living by metaphors, he would ask questions across the range of possibilities, testing their veracity and applications. I shall miss his “critical compassion” that we can get better at this work – and be able to do so much more – if we are willing to observe and think clearly (in that order).’

Along with small chunk mismatching, precision is a word that comes up time and again when people talk of Steve. He often said that the scientific approach he learned as a chemist served him well as a psychologist. He was a self-described sceptic who was always a rigorous thinker. One of the reasons why he loved NLP is that the work can be tested in an empirical sense, through observation. Steve was always very precise in his observations and his work.

Connirae told Tim, “Steve didn’t put “entertainment” or “recreation” in a separate category from the rest of life. His “downtime” in the evenings was reading magazines like *Science*, *The Economist*, *National Geographic*, *The Week* and *Smithsonian*. His exercise program was chopping wood and chainsawing trees, fireproofing trees, and doing yard work. He was always interested in learning and in being useful. In the last week of his life, the doctor asked Steve, “What would make you want to live longer?” Steve answered, “If I could still be useful.”



He was a self-described sceptic who was always a rigorous thinker

He did take some real time off in nature, where he felt a strong connection. He loved going for hikes in the mountains and along the beach. Connirae says, ‘When we were in Hawaii together, he often sat on the bluff overlooking the ocean reading his *Science* magazines or a new provocative book, while the vast natural beauty was just there in his peripheral vision. I think being in a setting like that to read was his way of meditating. The natural world was always informing how he made sense out of things.’

Steve was a collector. Classic cars for a time, stone figures from China and the art of Charles Partridge Adams. Connirae remembers, ‘Steve frequently went to nearby yard sales, and looked for interesting and useful things for family and friends. He had a soft spot for teddy bears and other stuffed animals. He’d find good homes for them (among grandchildren, friends, etc). They touched many people, and he loved doing it. I used to tease him about running a homeless shelter for stuffed animals.’

Frank Bourke was involved in NLP in the early days and left it behind for many years. He says, ‘It was Steve and Connirae’s character, their integrity, the quality of their materials, and their clear technique protocols that drew me back in. The difference between what Steve and Connirae did, versus what many others



did, is that they refined their work into clinical diamonds. I have made a personal vow to make sure that Steve’s materials are preserved over time and are not lost.’ Frank and Richard Gray are writing a compendium of Steve and Connirae’s work, which Frank says should be available in 2019.

Nick Kemp recalls Steve encouraging and supporting him when developing and teaching his Provocative Change Works, developed from work by Frank Farrelly. ‘Steve Andreas was the brightest and the best brain in the world of NLP, a true inspiration and great friend who helped bring some real thinking and discrimination to the world of personal change. I was honoured to have known him.’ Karen Falconer, CEO of ANLP, adds, ‘Steve touched the lives of many thousands of people and influenced the path of NLP for many decades.’ Doug O’Brien notes, ‘Steve Andreas. Mountain of a man. NLP would not exist as we know it were it not for him.’ Energetic NLP developer Art Giser says, ‘He had a major influence on my work, my clients and my students. I will always be grateful for the opportunity to study with him and Connirae Andreas.’

Steve and Connirae’s son Mark Andreas, now an NLP trainer himself, remembers his dad inviting him to notice life’s little mysteries. ‘Dad would point out something and ask us questions, such as, “Why is the grass greener in this section of the park?” My brothers and I would come up with possibilities: “Maybe the sprinklers are uneven and it’s getting more water; maybe the dryer section is in shade part of the day; maybe the



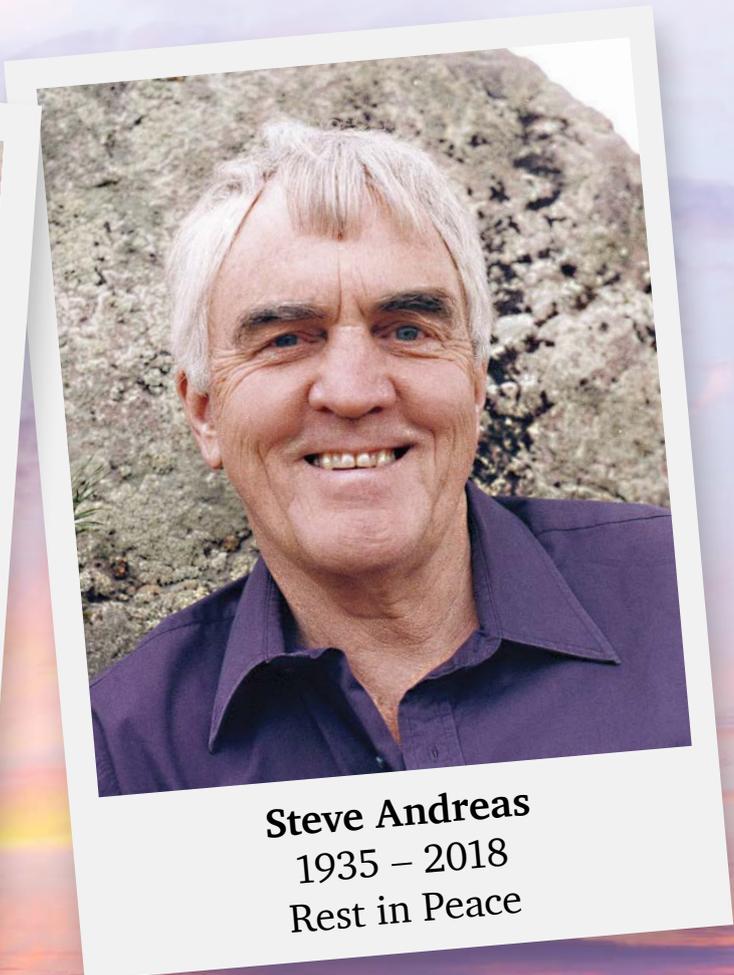
The natural world was always informing how he made sense out of things

soil is draining differently because of the slope.” Dad wouldn’t share his answer; instead he would ask further questions to draw our attention to more clues for the most likely explanation. This was always a fun way of learning and discovering how things work.’

Mark says that he was very lucky in having Steve (and Connirae) as his professional mentors. ‘Dad’s precise insights about personal change work were extremely valuable, both for living my own life better, and for helping my clients.’

Connirae says that Steve felt his most significant contributions are his self-concept model taught in the book *Transforming Yourself*, and his scope and category work in *Six Blind Elephants*. His work will continue to be available through Andreas NLP Trainings (through streaming video), and Real People Press. Steve mentioned many times that he is thankful that Connirae, Mark and Tamara will be continuing this work in their trainings and private practices. Connirae says, ‘While each of us has a unique personal style, we share the same commitment to precision and effectiveness. We will do our best to continue being a resource for good.’

Steve Andreas 1935 – 2018. Rest in Peace. ●



Steve Andreas
1935 – 2018
Rest in Peace

Diabetes



By Rakhee Shah



Behavioural change, combined with excellent communication, is key



Diabetes is a health condition characterised by elevated blood sugar levels.

At present over 4 million of us are living with diabetes; 3.5 million are aware of their condition but the remaining are not. The number with the condition is expected to rise to 5 million by 2025.

Well-known complications include damage to the cardiovascular system, eyes, kidneys and lower limbs.

Life expectancy is reduced by up to ten years and it is the fifth most common cause of death in the UK. Around 10% of the NHS budget goes towards treatment of diabetes.

Persistent raised blood sugars, high cholesterol and blood pressure lead to the majority of the long-term complications of diabetes in the body. My particular interest is in the lower limb where they cause the arteries to become blocked and limit the blood reaching the foot. The nerves are corroded and become stripped of the ability to conduct accurate and timely messages from the foot and back again.

Public Health England's latest figures confirm that 169 amputations of limbs occur every week as a result of diabetes. That's 24 a day or one an hour. Survival rates post amputation are equivalent to some major cancers, with three- and five-year mortality rate figures ranging from 35% to 70%.

Interestingly the experts in the field of medicine report that

if the foot ulcers or wounds can be detected, reported and treated early enough then maybe four out of five amputations could be prevented.

As a senior specialist podiatrist in diabetes – a clinical specialist in lower limb disease caused by diabetes – I am fortunate to be in a position to be able to help.

At one end of my work I am like a firefighter after the fire alarm goes off. Everything and anything needs to be done to salvage the situation. The other end of my role is education and raising awareness of this sometimes unknown and possibly forgotten complication of diabetes.

I have spent a lot of time looking at the multifaceted situation and have concluded that behavioural change, combined with excellent communication, is key.

Unlike a cough or cold, a chronic condition is lived with 24 hours a day, 7 days a week and 52 weeks a year. For those who see it as a transition point, engage in health care and are highly motivated, they will often continue to do well. For others, though, who lose confidence and feel overwhelmed, inertia, apathy and denial can develop – and this is the subgroup that often continues to spiral out of control.

It is often these characters who have additional needs which are just not being met by the traditional medical models of healthcare.

I crossed paths with NLP as a result of the wonderful inspiration of Andy Coley and Jo Wilson from Beyond Training Solutions. I am truly fascinated and inspired by, and deeply passionate about, the avenues it has opened to enhance communication in order to impact in a beneficial way behavioural change anywhere along the timeline of people with diabetes.

I believe a flexible, intuitive, effective therapeutic relationship is essential to ensure these patients are supported. I feel that medicine and NLP have a huge symbiotic relationship which can bring about powerful outcomes for this group.

Highly medically trained as well as a master practitioner now too, I aim to give my patients the best of both worlds – my language and scalpel being as powerful as each other.

Some examples of this relationship are as follows.

1 Discussions about tests and their meanings can be explained medically with the use of various metaphors. This has, for example, allowed patients to fully grasp the idea of diabetes-related nerve damage – peripheral neuropathy – as comparable to wire damage. Circulation changes and peripheral arterial disease can be visualised like motorways and A-roads.

Recently I have done some preliminary work to develop a training programme to help other medical staff further understand lower limb complications and with the metaphors I use props – gloves, elastic bands, building bricks and straws, to name a few useful ones.

2 Understanding motivational strategies can help discussions and frame them more in ‘away from’ or ‘towards’ contexts, ensuring I am helping them be effective.

At a recent conference an interesting discussion arose about the types of messages to be shared with people about lower limb disease. There were two camps: the first felt that some reasonably gruesome pictures should be shown of what happens when things go wrong, while the second felt they absolutely should not. The mic went around the room faster than Usain Bolt with each person explaining why their camp was right.

Actually, everyone was right – it just depended on the patient’s preference.

3 Exploring limiting beliefs is very useful for discovering what is and is not possible in terms of diet, exercise and lifestyle changes, especially exploring and reframing where fears and emotions are at play.

4 Representational system understanding ensures I use choose the right language when discussing what patients feel, think, hear or see. I can help them to see what we are discussing – be it via a screen or photograph, or diagrams if that is what helps. My intention is always to check that they understand what we are discussing, with plenty of opportunities to ask questions, so we are always talking the same language.

5 Perceptual positions is a deeply effective way to help patients find their own advice around their own outcomes. A young chap with a newly diagnosed foot injury crossed my path. Perceptual positions allowed him to realise where he was going wrong and he advised himself to take into consideration his



Medicine and NLP have a huge symbiotic relationship which can bring about powerful outcomes

children and to exercise – with his friends whom he felt he had neglected. Now, no amount of mind reading would get to those depths of specificity.

- 6 Clean language questions have been brilliant for discussion and diagnosis. In one consultation where a chap gave me information about his ongoing issues, I asked what he would like to have happen. His reply – nothing at the moment; ‘Once I get these things sorted we can look again.’ No unwanted prescription needed; instead a management plan that was much more in tune with how he managed his health.
- 7 Planning is essential and is done using SMART – specific, measurable, appropriate, realistic and timely – goals. Obstacles are forecasted, be it weather for exercising outside or forgetting to take medication. We discuss the potential obstacle and what they feel their solution to that would be. This helps us both create a management plan. I had a lady who would have benefited from a better style of shoes, due to tendon damage causing changes in her foot shape. She was well dressed and I would not have considered her financial situation to be an issue. My own presuppositions were brought to light when she told me that once she had paid for her new fridge-freezer she could then save up for some new shoes.
- 8 As medical staff we are trained in sensory acuity, yet the NLP perspective takes it to a much deeper level and often gives me more insight into a patient. Again, I find clean language very useful to get to the core of something. When a patient tells me they have a pain in their leg, rather than quizzing with the what, where, why, when, how questions I can choose to ask, ‘What kind of pain is that pain?’ and continue to use clean questions to explore it much more fruitfully than just the medical questions.

My intention is to continue my learning, innovation and growth in NLP and continue its application to help care for and support my patients. ●



The ANLP UK Regional and International Ambassadors

‘Excelling with NLP – Excelling in NLP’ – We believe this is what our ANLP ambassadors do. They walk the talk, maintain ANLP professional standards, and feed back on ways to raise awareness, quality and best practices.



We are going further with discussions ongoing in Canada, Australia, South Africa, Brazil and beyond to find the best exponents of NLP and listen to their stories.

ANLP are raising awareness of NLP through the ambassadors by working with them to increase social media presence for ANLP and NLP. We invite you to interact with our social media pages and spread the good news about NLP to the widest possible audience. It's good for us and it's great for you! It grows the market, it extends your reach and allows the celebrations we have in NLP to make an impact; our accredited trainers and trainer members who graduate new practitioners, master practitioners and trainers with the strong code of ethics of the independent professional body supporting them... ANLP; we celebrate our professional members who work with people every day helping them to become the best version of themselves that they can be; developing organisations into better working units; resolving conflicts; facilitating negotiations and working on their own personal development.

Our ambassadors are a source of knowledge and welcome questions and feedback via our social media pages. Our ambassadors are ensuring that the logo and name of ANLP stand for and define the highest standard, professional and ethical use and delivery of NLP in whatever form they take. We are

very grateful for their support and for their time and we know that our new programme of engagement with the NLP community and the general public will bring a much greater awareness of how ANLP members are 'Excelling with NLP' and 'Excelling in NLP'.

Please join in on social media to ask questions, comment on our posts, engage with our ambassadors and with us and help us shape how we can reach more people with NLP. We want to see and hear your success stories, your metaphors and your learnings so that our community becomes better equipped to understand the challenges we face and our clients and the public face too. Sharing becomes our strength. We can find new collaborations and new areas of practice and study to understand and work with. It is the role of ANLP and our Ambassadors to facilitate this and we are looking forward to hearing from you on:



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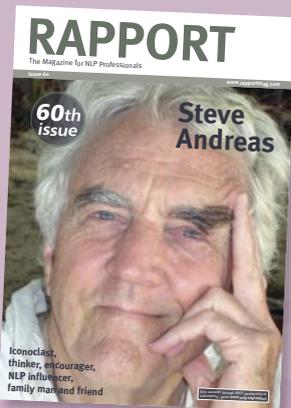
www.linkedin.com/groups/2464853/

As we grow and develop this programme, we will be defining the ambassador boundaries in the UK to specific counties. If you feel that you can add to the international/UK regional voice of ANLP and would like to work with us on making ANLP and NLP more accessible in your country or UK region, please contact us via future@anlp.org.

Being an ANLP international/UK regional ambassador has additional membership benefits and gives a unique opportunity to shape how ANLP interacts with your country or UK region. These benefits include:

- Membership fees refunded after annual review.
- Use of title 'ANLP International/UK Regional Ambassador' on ANLP website and feature on the new ANLP International/UK Regional Ambassador profile page.
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60 issues of
RAPPORT



60th
issue



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ANLP Regional Ambassador – Devon
'Congratulations to *Rapport* magazine on its 60th issue. Keep up the good work!'
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ANLP Regional Ambassador – Gloucestershire
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Beyond Training Solutions
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Lizzi Larbalestier
ANLP Regional Ambassador – Cornwall
'A fantastic magazine packed full with inspiring articles and resources; congratulations on reaching issue 60.'
Going Coastal Blue
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Slavica Squire
ANLP International Ambassador – South East Europe
'I offer my hearty congratulations to the entire team of *Rapport* magazine on the 60th issue of this extraordinary publication! Thank you for your valuable work in connecting NLP professionals from all over the world and making all contemporary discoveries from the field of neuro-linguistic programming available to us!'
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ANLP Regional Ambassador – Essex
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By Judith DeLozier and Judith Lowe

Invitations to the party

We're delighted and excited to have been invited by Karen Falconer (formerly Moxom) and the NLP International Conference team to present a special masterclass in May 2019 on a theme that is important to us and close to many of the hearts and lives of people in the NLP community.

We'd like to take this opportunity to introduce ourselves to *Rapport* readers, to talk about the history and the current situation in NLP, and how we are so happy that this generation of NLP students and enthusiasts are creating positive social contributions, strengthening the credibility of the field, and innovating new applications and achievements.

We also want to invite *you* to join us at this unique and inspirational day so we can share key tools and frameworks to support you, your gifts and your goals – for yourself, for your local communities and for our challenging global situation.

The NLP International Conference is already taking a key global leadership role in terms of encouraging delegates to take NLP into their lives and communities to make a difference. The new special Awards evening on the Saturday night of the conference now shines a bright and warming light on some of the best of what NLPers are creating in the world. It is a real joy and honour to hear of the work being done and to meet the inspirational ordinary/not ordinary people who are leading the way with bold ideas and real, meaningful results. (Also FYI there's an amazingly fun party – this year I joined Robert Dilts and many others to dance the night away! JL)

So we are really looking forward to meeting you in May '19 and spending what we hope will be an inspiring, magical, practical day together, clarifying and advancing multiple projects, large and small, networking, sharing tools and



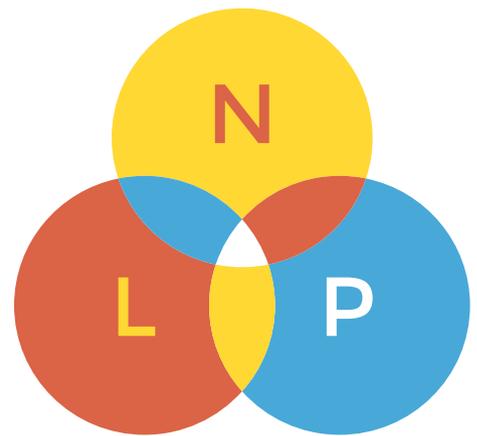
NLP was never written as a solo. It was a least a duet, maybe a trio and even a big band

resources, and generally having a great time enriching our perception of just what might be possible.

Judith and Judith

Judith DeLozier and Judith Lowe have spent many years developing, training and creating contexts for learning and applying NLP.

Judith DeLozier is a key co-developer of NLP from the early Santa Cruz days and her many contributions are woven deep into the fabric of the field. Her background in religious studies, anthropology, health and dance, her love of nature and animals, her humour,



wisdom and warmth have suffused much of contemporary practice. She is a model of generous leadership, always curious, compassionate and skilful.

For an in-depth interview with Judy see the *Rapport* profile in issue 43, in which she talks in more detail about somatic syntax and some of her many achievements.

Judith Lowe, through PPD Learning in London, and through long-term partnerships with many of the best NLP trainers, has developed masterclasses, study groups, seminars and products, and brings different disciplines together such as Alexander Technique and NLP. She has been instrumental in bringing out potential in many trainers by setting interesting challenges for new seminars, not to mention her amazing ability to model in a casual conversation.

The Passion in Action project is a new seminar arising from one of those interesting challenges.



► they are descriptions, which encompass different areas of human experience. As Robert and I might say, first the cognitive mind, then the somatic and relational minds. Each adding to, enriching and filling in aspects of each other. I think this came about quite a bit by focusing on different areas like beliefs, identity, mission and vision. So the “neurological levels” model (Robert Dilts) was a fabulous way to guide our attention to different spaces for development.

‘The bigger picture is that we are all members of a larger community and like all communities manifest many differences.

‘However, I think we all want to make a difference to something through the tools, techniques and models of NLP. Differences to ourselves as individuals, to our families, businesses and communities.

‘I remember in conversation with John Grinder we would say that a leader needs three levels of congruence: one with the self, one with the vision and one for where the vision will live. In what context? There needs to be a congruence with the community where the vision will be realised. For myself, and I think for Judith as well, we realised that bringing together the people with passion and desire, the people with projects and the people with need would create a very rich and generative association.

‘So some of the exploration focuses on areas of belief, identity, mission and vision. We have a metaphor of finding your “true north” like a compass needle being drawn to the contexts in life that



The issue for most of us is to identify, access, mobilise, enrich and strengthen our resources

most appeal to someone in a natural way. It’s a great and simple way of finding direction and alignment. We also have a process called “Gathering the allies” that for some people is quite life changing and full of surprises. And so we’re looking to supply tools from all the “generations” – the cognitive, somatic and relational – to support the creative ideas that can flow from there.’

Touching the world with love and grace

JL: ‘Judy’s dad, then in his nineties, once sent us a good luck message for this project for people to “touch the world with love and grace”. We are also both inspired by this piece by Gregory Bateson in *Steps to an ecology of mind*:

Aldous Huxley used to say that the central problem for humanity is the quest for grace... he explained the word in his own terms... He argued... that the communication and behaviour of animals has a naiveté, a simplicity, which man has lost. Man’s behaviour is corrupted by deceit – even self deceit, by purpose and by self consciousness.

The problem of grace is fundamentally a problem of integration. And what is to

be integrated is the diverse parts of the mind – especially those multiple levels of which one extreme is called “consciousness” and the other the “unconscious”.

For the attainment of grace, the reasons of the heart must be integrated with the reasons of the reason.

‘Judith DeLozier and John Grinder’s wonderful, completely unique book *Turtles All the Way Down: Prerequisites for Personal Genius* is a kind of love song to Gregory Bateson. In it they explore many of Bateson’s ideas as their inspiration for the new NLP patterns they produced in the ‘80s. It’s where the ideas of “New Code NLP” originate as possible answers to the questions of what types of changes in living systems – and in living communities – possess a kind of wisdom.

‘The premise of the workshops on which *Turtles* is based is that NLP as a field, as developed in a western, more individualistic and technological society, has a tendency to drift, in its practice, to the cognitive and to the conscious, and to metaphors of control. Drawing on poetry, dance, music, dreams and amazing activities like crossing over the Golden Gate Bridge in an altered state, key ideas from Bateson about grace, wisdom and change in living systems get explored in practical ways.

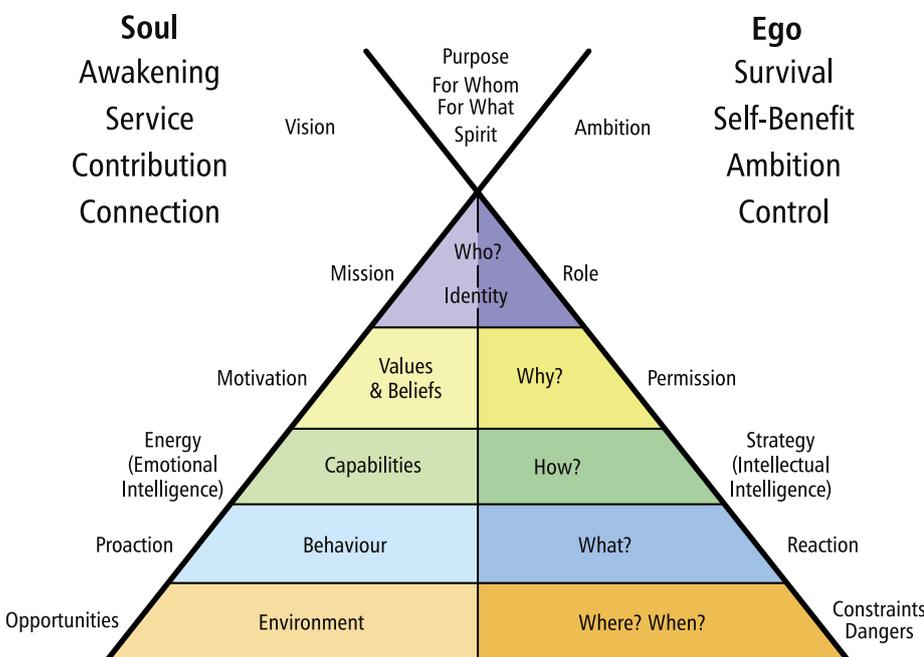
‘In Bateson’s piece he is talking about art and culture and how the art of some cultures is too conscious and that of other cultures too unconscious. We’re talking about personal and social changes and asking similar questions.

‘Can our touch have wisdom and grace? Does it heal or harm? Are the reasons of the heart being integrated with the reason of the reason?’

Look around the room!

We met Judith Lowe’s friend from Texas – Neva, a community activist who had been rallying local help for the Hurricane Katrina survivors and who memorably said, ‘You can’t lend a helping hand with one arm tied behind your ass!’

We modelled some of our students from PPD Learning. Glenda was running an amazing after-school music programme for black youth; John was a churchwarden of an 11th century church and was removing the Victorian pews to make the space of worship more wheelchair-accessible and child-friendly; Simon had recently completed a sponsored ride to raise money to protect gorilla habitats.



The programme really started to come alive – taking their passion, their heartfelt values and bringing them into the world in some kind of action, making a difference from the heart.

For many people this process brings the rich qualities of their values and their vision more deeply into their everyday lives. Your ‘project’ is yourself and your life.

The second time we ran a ‘Passion’-type programme in the UK we were joined by a special guest and friend of Judy’s, Rev Patricia Novick, who had marched with Dr. Martin Luther King in the 1960s and who now works as a pastor in a big southside Chicago congregation, near where the Obamas used to live!

She was a great source of inspiration to the group, especially as she shared her living mission to continue with Dr. King’s work and vision. It was pretty amazing to be only one person away from one of the great world figures in modern history. At the practical level though she is extremely gifted at getting stuff done – very proactive and persistent. One of the interesting characteristics of her work is what she calls the ‘replicability’



**Can our touch have wisdom and grace?
Does it heal or harm?**



of her projects. She gave as an example a workshop she had created aimed at supporting health and self-care for nurses. This project includes art and prayer, movement, breathing and water. Someone from the group then took this self-care project into a London drama school to help the students manage the ups and downs of an acting career.

David and Earl were raising money for an orphanage in Botswana. We drew out the supportive and collaborative way they were working together. We were delighted to be guests of honour, albeit not in our ballgowns, at a black-tie evening the following year, as they raised further funds and celebrated their achievements.

John had been commissioned in his role in the corporate world to find a way to recruit and create jobs in his sector for people with certain types of neuro-atypical conditions. His project was then picked up by an HR manager in the group and another manager in a global energy company and then replicated in their organisations. Someone else just ‘stole’ a key belief from him about having a go at something even though you don’t know what you’re doing yet, making a start on something outside your current knowledge and learning as you go. For her, that belief was the difference that made a difference!

Sara helped an elderly stroke victim recover communication and joie de vivre; Paul organised an eco approach to cycling provision in his borough; Rix brings chi gung into mental health wards for patients and nurses together. Rachel

co-authored a children’s book on climate change. A group of women from Poland started their own political party!

One evening at a special edition practice group I asked a group of incredible young teachers from an East End primary school to tell us something about their work in a busy, multicultural school from a deprived community. Their belief in what was possible, their certainty about the potential in children to learn and grow, was contagious. Everyone at the group took something wonderful home with them from that session.

Over the years we have met and formally live-modelled some amazing people.

May 17 2019 – It’s happening

So we are now in development mode, thinking about how best we can serve the NLP International Conference in May ‘19 and the unique, amazing NLP people who will join us on the day.

- Here are three things we know so far:
- Everyone is super welcome and already full of great ideas and resources.
 - Houston, we have the technology.
 - It’s time for all of us to step up our practice.

Also we’d love to hear from you.

If you have stories, comments, questions, jokes, role models, songs, miracles, arguments, visions, book recommendations, videos, dances, photos of cute animals etc., please send them to us in this dream time to weave into the day next year.

What will make the day so special is you. Come as you are, it’s more than enough to get us all started. ●

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