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Carlos A da S Franco and O L Telles de Menezes

NLP: An Appropriate Tool for Creating a Learning Organization

Introduction

NLP presuppositions and techniques have increasing application in quite different areas of human activity. The need for companies to adopt new concepts and to make the requisite changes in their organization have led to the concept of the *Learning Organization* (LO), as described by Senge and Peters. *Learning Companies* and *Knowledge Organizations* are correlate neologisms, which have evolved as a consequence of the current trends towards global quality, new technologies of communication, reengineering, etc.

The motivation for making these changes derives from the increasing need for companies to follow the explosion of new technologies in order to maintain their market competitiveness. As might be expected, one of the obstacles to performing such modifications in a quick, safe and adequate way lies in the learning capacities and the associated limiting beliefs within the organization itself.

Recently, Peter Kline and Bernard Saunders have put forward suggestions as to how these changes could be implemented in a conventional organization. The human technology that we call NLP enables us to process such reorganizations with well-defined outcomes and an ecological approach towards both the individual, who is necessarily involved in the change, and the organization, as a more global system. In order to obtain these results, we need to work on these two different levels all the time, the one interacting with the other.

NLP presuppositions and its broad range of techniques enable

us to obtain quality outcomes and effective change. As mentioned above, the main obstacle is people's belief about their capacity to be—and to remain—open to change in the workplace. And clearly enough, when such changes occur, they constructively affect other areas of the participants' lives, which is a desirable side-effect.

We believe that NLP can—and should—be applied, in specific ways, to contribute significantly to the creation of an LO. And that NLP's general approach can explore and provide important insights to enable stable and ecological changes to be made within organizations.