



## Course Guide

# INLPTA Outdoor Learning and Coaching Practitioner of NLP

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Please enjoy discovering more about our training and how can benefit you personally. There are seven sections to this guide:

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We hope the following pages answer many of your questions. Please do give us a call or email to chat through whether this is the right course to get you where you want to go.

Neal and Ben

# The Course at a Glance

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## Title

- INLPTA Outdoor Learning and Coaching Practitioner of NLP

## Duration

- 12 Days - two modules of 5 days, final assessment module of 2 days.

## Suitable for

- Professional outdoor practitioners, field study officers, instructors, teachers, youth workers, development trainers, outdoor leaders, mountain instructors, and others involved in learning outdoors.

## Problems the course addresses

- A need to influence and maximise the involvement of other people (visiting staff, clients, colleagues or senior management)
- Problems with motivation, disruption or lack of engagement (participants or staff)
- Feeling held back by needing more approaches to ensure the activities and events impact lives beyond the duration of the outdoor experience
- A vague sense that something is missing from what would otherwise be consistently powerful program delivery

## Solutions the course provides

- Language patterns to communicate, motivate and lead others.
- Process models and the underlying techniques for coaching performance and creating behavioural change
- Inductive and deductive patterns for facilitating powerful and lasting outdoor learning experiences
- Techniques for creating transformational adventurous and therapeutic outdoor experiences
- Opportunities to make changes in your own life, to unlock your potential and be happier and more successful.
- Formal recognition for your skills and experience and confidence to use NLP to make you a more flexible and effective outdoor professional

## Prerequisites

- Diploma in NLP

## Certification

- Successful completion of all the course requirements leads to the following certifications:
  - INLPTA Outdoor Learning and Coaching Practitioner of NLP
  - ANLP Practitioner of NLP
  - Sugar Practitioner of NLP



# Course Introduction

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Sugar NLP provide unique, outcome focused training to all individuals within the Outdoor Learning and Development Industry who want to progress personally and professionally and work more effectively with their clients, students, delegates and groups. This includes professional outdoor practitioners, field study officers, instructors, teachers, youth workers, development trainers, outdoor leaders, mountain instructors, and others involved in learning outdoors.

This 3 module, 12 day training is the pinnacle of NLP training for Outdoor Learning and Coaching practitioners and brings together the best of traditional NLP Practitioner content with specific techniques and approaches suitable for those involved in outdoor learning and coaching. Modules 1 and 3 are held in the **Lake District** and Module 2 is based at **Plas y Brenin** in North Wales.

**The Sugar NLP Outdoor Learning and Coaching Practitioner of NLP is “the” soft skills training for outdoor practitioners. Develop excellence by understanding and applying NLP skills, tools and techniques specifically chosen to enhance your work.**

## What people have said about the course

*“Fantastic. Great if you like theory or practice as you get both”*

*“I’ll take away loads of reflection and integrating new knowledge into my outdoor work”*

*“I most enjoyed all the demonstrations and the interactive content”*

*“Great trainers - different styles are a positive”*

*“An incredible experience which far out-weighed my original expectation”*

*“Good banter and witty style. Really liked the storytelling you used”*

## Included in the training

- 3 modules, 12 Days live experiential training.
- Certification from INLPTA
- Full Colour 130 page Training Manual
- Specifically designed course with a focus on knowledge, understanding and application of NLP to Outdoor Learning and Coaching
- 2 Inspiring classroom and outdoor locations, overnight mountain expedition
- Instruction from Neal and Ben (both experienced Outdoor Trainers and Coaches)
- On-course 1:1 advice, support and coaching
- Training and logbook consolidation period
- Personal 1:1 coaching sessions and individual assessment
- Post-course support and development

# Solutions and Benefits

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The Outdoor Learning and Coaching NLP Practitioner is packed full of powerful skills, tools and techniques to make you a more effective outdoor professional and move you into a new realm of excellence.

## **Understanding others better and communicating with greater flexibility**

One of the most highly valued skills of a Practitioner in Outdoor Learning is the ability to communicate to an individual and group. NLP offers a great set of tools to enable practitioners to listen and clearly offer instruction, support, motivation or coaching to individuals or groups and help them to learn and achieve their goals.

**The core skills in this section are usually covered at a Diploma in NLP training - a prerequisite to attending the Outdoor Learning and Coaching Practitioner course.**

- Discover useful beliefs that help you provide effective learning and change that is ethical and with the other persons or groups interest in mind.
- Learn about how each persons' personal reality is created and how it influences their thoughts, feelings and actions in every interaction
- Understand how a persons' behaviours are governed by their state at that moment and why it is helpful to change state with a group or individual in order to get the most from an activity
- Learn how to pay attention to minimal cues so you tell if someone really means no when they say yes
- Practice techniques to rapidly build rapport with anyone
- Learn how to connect with and manage the emotional aspect of outdoor experiences and build a firm foundation for working with emotional intelligence
- The 3 questions that allow you to strike up a conversation with anyone and discover detail, explore values and resolve conflict between individuals.
- Learn the secret ensuring individuals and groups transfer the learning or knowledge they gained with you to another situation or context
- Learn the seven steps to help someone focus and achieve what it is they really want and run effective goal setting sessions at the beginning or end of a course
- Discover how we internally code our experience of the world and be able to speak the same language as your clients
- Discover the six categories of experience in personal and organisational problem solving
- Be able to gain insights about other points of view to allow you to guide yourself and others to make decisions
- Practice the 3 key ways to get an individual or group motivated for what is coming next.
- Help others recreate a positive state or feeling to be in the best state for them when leading a climb, paddling a rapid or trekking for example.

## Coaching 1-1 Performance and Change in the Outdoors

Most outdoor learning practitioners are involved in 1-1 work with people, either as part of personalised teaching or as part of a group outdoor experience where a group member requires individual attention. Coaching is a partnership where the coach helps a client reach a higher level of performance, learning or satisfaction and many 1-1 conversations with group members could be enhanced by drawing on coaching approaches to accelerate the progress an individual makes. **NLP tools can equip the outdoor professional with a range of coaching approaches to help people find solutions, improve their performance and solve issues or problems they face.**

- Learn the simple, super effective Sugar NLP Coaching Model and the 3 phases that are necessary for any coaching intervention.
- Learn how to apply the coaching model to skill acquisition (e.g. coaching lead climbing or coaching paddling rapids).
- Learn how to apply the coaching model to behaviour coaching (e.g. helping a young person interact with other group members differently or coaching someone to respond differently in a team).
- Learn how to apply the coaching model to life situations (e.g. helping a young person apply their learning to a home situation)
- Learn the Meta Model precision questioning and find out what is really going on when someone says “I can’t” , It’s not possible” or “It’s boring”
- Become more effective at using a group’s resourceful feelings after an activity and linking them to other situations in their lives to create a lasting effect.
- Learn how using Association and Dissociation can help someone disconnect from unhelpful or un-resourceful feelings and connect to useful and powerful resources, feelings and situations.
- Find out how to change an unwanted states or feeling that is holding someone back.
- Learn the Resource Triangle - a simple 3 step process to use with individuals or groups to create powerful positive change.
- Uncover the internal coding system for the mind.
- Change limiting beliefs such as “I can’t do that” or “I’m not good enough” and remove blocks which hold you or someone else back.
- Teach your own students how to visualise so that when they can’t be climbing or paddling they can still be progressing.
- Gain skills to track the trigger of a problem and how to find out what really starts it, e.g. when someone gets scared lead climbing where does the anxiety really begin?
- Understand how to build new strategies to give someone better choices in their life.
- Use the NLP Fast Phobia Model to deal with extreme fears (like heights or water).
- Use the New Behaviour Generator to train the mind to effectively do new things and specific skills e.g. rolling a kayak or paddling a particular rapid.

## Facilitating Powerful and Lasting Outdoor Learning Experiences

For most people working in the outdoors there is a magic and inspiration that comes from connecting with the natural environment and visiting outdoor locations. This may be an experience that has powerful feelings attached to it and many people describe it as spiritual. Be able to share this power and connection to nature with groups is not always easy and NLP provides a number of tools to engage groups, to motivate them to learn and to alter perspectives and attitudes. **By engaging different learners, using metaphors, symbols and stories to enhance learning and altering perspectives you can breathe a new depth into your work.**

- Use the 4Mat System to turbo-charge presentations, teaching and training and become a better presenter and communicator - this is the very system we use to teach all our courses.
- Apply the 4Mat system to engage all the group members and meet their learning needs and ensure everyone is motivated and taking part.
- Learn the Milton Model of influencing language to persuade and motivate groups and individuals.
- Become more effective at making meaningful and impactful speeches at the beginning and end of programmes
- Use the swish pattern to upgrade identity after powerful outdoor experiences. Connect people to their learning and upgrade WHO they are now.
- Be able to use eye patterns to calibrate to the process of how someone is thinking and present
- Learn how Reframing can be used to change perspectives about a situation and provide new ways of thinking both for yourself and the people you work with.
- Learn the art of telling stories, whether round the campfire, in the hut, to start the day or to frame a review. Discover how to make stories entertaining and powerful.
- Design stories to teach information, convey ideas and change attitudes, thinking and mindsets.
- Use Metaphors to help people draw meaning from different situations and the experiences they have and make the outdoor environment a more powerful learning experience.

## Creating Transformational Adventurous and Therapeutic Outdoor Experiences

The Outdoors is a fantastic medium for change on a personal level and as practitioners we are often called on to help people develop their belief in their abilities and in themselves and ultimately change their self-concept. By letting go of the old habitual patterns of behaviour new opportunities can present themselves as we help people step into and embrace their new identity. **NLP tools skilfully applied help people make fast, effective, therapeutic change.**

- Learn the tips of integrating NLP with powerful outdoor experiences to help people upgrade their identity and deepen their self esteem
- Become more advanced at using the outdoors and nature symbolically and maximise growth through sophisticated use of symbolism and

- the natural world that people relate to personally.
- Practice how to build trust and communication between conscious and unconscious minds in order to connect with your deeper purpose and harness natural energy and motivation
- Learn how to help people use their inner creativity when they say “I want to stop\_\_\_\_\_” and help them to change an unwanted habit or behaviour
- Learn how to assist someone to resolve an internal conflict like “A part of me really wants to do this but on the other hand I’m feeling very scared about it”
- Discover how you store time and remove blocks from the past that might limit you now
- Learn the secret of how to set future goals that a person really believes will happen and is committed to taking the next steps to make it happen
- Learn the 4 essential steps to introduce a relaxed and open state in a group. Practice leading a group visualisation to transfer learning.

## Consolidation period

Following the second module there is a consolidation period where participants are encouraged to apply their NLP skills, tools and techniques with a wide variety of individuals and groups in a wide variety of situations. A log book should be kept recording experiences and learning that totals a minimum of:

- Working with a minimum of 20 groups for sessions of 3hs or longer
- Providing a minimum of 10 contracted coaching sessions of 30mins or longer

During this period each participant will have the opportunity to complete two coaching sessions, one each with Neal and Ben. The focus on the calls is up to you within the general frameworks of applying NLP with yourself and applying NLP with others.

## Certification Criteria

Certification takes place during the final 2 days of the course and involves demonstrating proficiency in NLP skills and abilities with underpinning knowledge of NLP principles and techniques. Following a consolidation period after module 2 during which time learners are given 1:1 support and coaching the final two days provide a platform for individuals to integrate, demonstrate and celebrate their learning. Essential to the assessment process is high quality feedback to ensure course participants are fully confident to apply NLP in an effective and ethical way.

### **Certification requirements are the successful completion of the following:**

- Written assessment for intellectual competence
- Behavioural assessment for behavioural competence
- Working with a minimum of 20 groups for sessions of 3hs or longer
- Providing a minimum of 10 contracted coaching sessions of 30mins or longer
- A reflective journal and development log

# Training Outline

To ensure we meet each person's outcomes over the training we may adjust the content of the days and/or add additional topics. Similarly, not all topics will need the same amount of time; we will take our guide from the group balancing learning, skills enhancement and personal growth.

## Training Prerequisite

### Diploma in NLP

This can be completed with any school of NLP at any time before the Outdoor Learning and Coaching Practitioner of NLP training. We will expect delegates to be familiar with and have experience of the following subject areas:

- NLP Presuppositions, NLP Communication Model, Congruence
- Sensory Acuity, Rapport, Pacing, Leading
- Personality Filters, Values and Beliefs, Representational Systems
- Positive Language, Precision Questions, Well Formed Outcomes, Goal Setting
- State Awareness, Chaining States, Spatial Anchoring, Resource Anchoring,
- Capturing Learning, Future Pacing

## Module 1

### Coaching in the Outdoors

<b>Day 1</b>	Reflections and Questions The Meta Model	The Meta Model	PS-OS Coaching Applying The Meta Model	Collapsing Anchors
<b>Day 2</b>	Modelling Excellence Strategies	Identifying Triggers Convincer Strategies	Installing a Motivation Strategy (Milton & eye patterns)	Contrasting Strategies (went well with didn't go so well)
<b>Day 3</b>	Eliciting and exploring Sub-modalities	Sub-modality Map across (Like-Dislike)	Map across (Neutral - Empowering Belief) Sub-modalities in language	Swish Pattern
<b>Day 4</b>	NLP Tools for Visualising excellence	Phobia Model	New Behaviour Generator	Resource Triangle
<b>Day 5</b>	Using Timelines to Collect Resources	Using Timelines to Clear Blocks (emotions or beliefs)	Using Timelines to Build Futures	Leading Group Visualisations

## Module 2

### Facilitating Outdoor Learning

Participants who have already completed their Practitioner in NLP with any school are welcome to join the course at this stage and progress to full INLPTA Outdoor Learning and Coaching Practitioner of NLP certification.

<b>Day 6</b>	Inductive & Deductive Learning	Facilitating Learning NLP Logical Levels	Facilitating Inductive Learning	Framing & Transferring Learning	
<b>Day 7</b>	Facilitating Deductive Learning	4-Mat System	Presenting with Impact	4-Mat System and Feedback	
<b>Day 8</b>	Systemic Change Therapeutic Outdoor Adventure	Changing Beliefs - Linguistic Reframing	Changing Behaviour - 6 Step Reframe	Inner Alignment - Parts Integration	
<b>Day 9</b>	Expedition prep	Working with parts using natural world metaphors	Symbolic Metaphors	Storytelling for a Change	Over-night
<b>Day 10</b>	Connecting to Sensory Experience	Developing Self Awareness	Expedition clean-up	Capturing Learning	

### Consolidation Period

Following this module there is an integration period during which participants are encouraged to apply the skills they have developed and complete their individual and group coaching logs.

- Participants will receive two free coaching calls with Neal and Ben to support them in applying NLP with themselves and applying NLP with others.

## Module 3

### Integration and Individual Assessment

<b>Day 11</b>	Share learnings from practice logs	Lead inductive Learning Session	Feedback from integration paper
<b>Day 12</b>	Lead Deductive Learning Session	Individual Debrief and Results	Celebration and Course Closing

# Why Train with Sugar?

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Sugar NLP Ltd is an established training partnership between Neal Anderson and Ben Dowman. We are highly skilled and accredited trainers who offer two perspectives on NLP and two styles of facilitation. Together, Neal and Ben bring to the training an unrivalled depth of knowledge, diverse experience and shared values.

- **You will be able to see instant results.** We will provide you with tools and techniques that can be practically applied on a day-to-day basis to enhance your own performance and that of the individuals and groups you work with.
- **From Day 1 our training will help you understand yourself and others better.** You will begin to communicate more effectively and have a greater degree of control over your own and other's resourcefulness to help drive positive change.
- **Training with us will open your eyes to new ways of doing things.** We can teach you how to identify innovative, effective solutions to problems and to be flexible and adaptable in order to respond to constantly changing circumstances, even in the face of limited resources.

## Guiding Beliefs and Values

**Passionate About People.** We have a passion for developing people and helping them achieve their goals. Our training empowers people to have faith in their capabilities. We take care to understand specific problems and desired outcomes so that we can provide the most relevant solutions.

**Engaging, Active Learning.** We understand the importance of making learning interesting and enjoyable for our clients. We pride ourselves on providing interactive, engaging and entertaining training using fresh, unique content and effective learning techniques.

**Real World Applications.** We design our programmes to ensure they have optimum relevance and practicality. Our training empowers you to make a difference immediately. Both Neal and Ben actively apply NLP with individuals and teams - we use real life examples to bring the learning alive.

## Our Approach

**Practical application.** We work hard to deliver training that can be practically applied both within our delegate's personal and professional lives. You will instantly see how the varied techniques and tools you acquire are easily transferable to real life contexts to help you achieve successful results.

**Experience counts.** We actively apply NLP with organisations, individuals and groups and bring this experience directly into our trainings. **Ben Dowman** is a Mountain Instructor (MIA) has degrees in Mathematics and Psychology and is an ANLP, ABNLP and INHNLP Accredited NLP and Hypnosis Trainer and qualified Teacher (QTS). **Neal Anderson** holds a Masters in Management is an INLPTA Registered NLP, Coach and Business Communications Trainer, UKCP Registered Psychotherapist, APIOL and qualified Teacher (QTLS).

# Booking FAQ's

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## How many people attend your courses?

Most groups are between 8-10 participants with a maximum of 12 places per course.

## Is there any pre-course study?

Yes, we encourage you to refresh your Diploma in NLP learning and ask you to consider your desired outcomes before the course to help you look forward to the training and be ready to get the most from investing your time in learning and developing your skills.

## Will I be expected to do work away from the training room?

Yes! NLP is an applied art and we encourage and support you to use NLP in your work and life whilst you are taking the course so that we can help you get the most from what you are learning.

## How do I book?

Go to our website ([www.sugarnlp.co.uk/outdoor](http://www.sugarnlp.co.uk/outdoor)) and at the bottom of the course page you will see an option to book now.

## What payment terms do you offer?

You can pay immediately by credit card or BACS. When you book online you can choose to pay immediately or request an invoice for your organisation.

## Do you offer any discounts?

Yes, if you book early you can save 25% on the cost of a course. From time to time other special discounts may be available - please give us a call to find out more.

## How will I be assessed?

The focus of the assessment is on the process of learning, feedback and integration (not "testing"). Participants are expected to show progressive skill development over the entire training with the final assessment period being a confirmation of this development and an ability to apply NLP. The assessment criteria of all Sugar courses are based on:

- Attitude (embodiment of the presuppositions of NLP)
- Content Knowledge (frames, principles, techniques, distinctions)
- Behavioural Skills (demonstrated integration of leanings)

## What on going support do you provide?

Throughout the training period Neal and Ben are available for advice and support. After the training has been completed we offer an email support service and will always do our best to answer questions and offer advice. Additionally we offer a number of short course CPD trainings which may be of interest.

# Learn and Train in the Mountains

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Kendal is a Market Town situated in the Lake District, one of the most beautiful parts of the country. The town is surrounded by breath-taking landscapes and its distinctive blend of historical buildings, culture and unique shops make it a very popular destination for visitors.

In and around Kendal you'll find an interesting array of tourist attractions including two castles, award-winning museums and leisure and arts facilities. The town has a thriving retail sector and an excellent selection of places to eat and drink. In addition to the shopping arcades and well-known restaurants, ambling through the cobbled streets will treat visitors to a delightful assortment of specialist, independent shops, bistros, cafes and bars.



Kendal provides a gateway to countless walks and rambles, both gentle and demanding, where visitors are treated to some of the most stunning scenery the country has to offer.

## Training Venue

Sugar NLP training courses are usually based in Kendal at the Riverside Hotel ([www.riversidekendal.co.uk](http://www.riversidekendal.co.uk)). Situated on the banks of the River Kent the venue is a short walk from the town centre of Kendal. **Free wireless internet** is available in the hotel and in the training room. The hotel has a **gym and pool** which can be used for a small fee.

## The Freedom of The Lake District

Kendal's situation within the Lake District makes it truly unique as training location. We believe that the slower pace in comparison to city life provides the ideal environment for the type of training we deliver. Escaping from the pressures of daily existence allows people to focus their minds more easily on the task in hand and apply the learning in non-pressurised, liberated surroundings.



As active people who enjoy the best of the local area we can recommend mountain instructors and guides, yoga teachers, zumba classes, spa's, masseurs and walks, climbs and cycle routes suitable for an evening or a full day expedition.

If you are looking to “get away from it all”, visit somewhere special, enjoy your training in a relaxing and peaceful environment and add something more to your learning experience then training with Sugar NLP in Kendal is for you.