



Universidad Central de Nicaragua – International
Department of Human Communication
Nandana Nielsen & Karl Nielsen



M.A. & Dr./Ph.D. in Psychology
with a focus on NLP and Coaching
Nandana Nielsen and Karl Nielsen



Our studies of psychology with NLP and Coaching
support people in realizing their potential.
We research the effects of NLP and coaching.



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Nandana & Karl Nielsen



- Both:**
- „NLP Master Trainer, IN“ and „Coach Master Trainer, ICI“
 - „Profesor Titular / UCN“ of Psychology with NLP & Coaching
 - Director of the NLP & Coaching Institut Berlin
 - Co-organizer of NLP & Coaching World Congresses



UNIVERSIDAD AZTECA
 INTERNATIONAL NETWORK SYSTEM





Overview:

1. University, Bologna process
2. Degree Courses: M.A. & Dr./Ph.D. in psychology with focus on NLP & Coaching
3. UCN research results: „Employability“
4. UCN research results: "effective factors in professional communication"
5. Questions and discussion





Universidad Central de Nicaragua (UCN)

- fully accredited by the Consejo Nacional de Universidades of Nicaragua
- promotes intercultural exchange between nations and cultures, environmental protection, democracy, peace building, social justice
- awarded for its social activities at the „Día del Centroamericano“ in 2010
- 3.315 students in the last 11 years
- UCN psychology degree in 3 cities
- blended distance learning in psychology







Bologna-Process

Declaration signed in 1999 by 30 European States

- **Bachelor, Master, Ph.D. System**
- **ECTS Credit Points** for promoting mobility und comparability: „Credits could also be acquired in non-higher education contexts, including *lifelong learning*, (...)“ (Bologna Declaration 06/19/1999, p. 3). „The Ministers (...) urge (...) to enhance the possibilities for lifelong learning at higher education level including the *recognition of prior learning*.“ (Berlin Communiqué 2003, p. 6). „Fair recognition of (...) prior learning, including the *recognition of non-formal and informal learning*, are essential components(...)“ (London Communiqué 2007, p.3).
- **Employability:** labor-market relevant skills and *output orientation* with multidisciplinary *key competencies*





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1st pillar: Research Project and learning by researching

What research question is of real interest to you?

What exactly would you like to explore?

What are you really excited about?

As in our NLP trainings, we place your enthusiasm at the centre of your studies.

In our studies you will select your research project from the beginning.





2nd pillar: main courses of studies in psychology

Academic research
Research methods (incl. empiricism / Statistics)
General Psychology
Social Psychology
Developmental Psychology
Neuroscience
Work & Organizational Psychology
Clinical Psychology
Communication & Interaction
Differential & Personality Psychology
Philosophy of science and Ethics





Basic structure of all degree courses in Moodle

Easy introduction e.g. with YouTube videos

Texts and instructional videos to work on

Researching for a technical term

Detailed literature on the subject (optional)

In-depth links, and videos (optional)

Multiple Choice Test

Written reflection for ECTS

Each student has a work space in Moodle.

Exchange and cooperation are promoted in Moodle.

There are discussion forums, workrooms for each student.





3rd pillar: NLP & Coaching as areas of specialization

All contents from the classical training in NLP and coaching are offered on the learning platform Moodle.

On this platform, they can now be scientifically reflected and deepened.

e.g.: axioms, self-management, body language, outcome, motivation, chunking, representational systems, feedback, anchoring, reframing, submodalities, meta model Milton model, timeline, strategies, metaphors, coach profile, field skills, process orientation, systemic understanding, conflict coaching, coach position, systemic entanglements, acquisition, modeling, coach concept, values, beliefs, meta programs, presentation design, Generative NLP, the model of Clair Graves, multi-level communication, training design, energy choreography, coach marketing, ethics and ecology, ...



4th pillar: Practical experience

Concurrent or prior NLP studies and coaching trainings and previously acquired knowledge, examined by scholarly reflection and assessment, can be credited by the University as study time (credit points), if they prove to be relevant for the studies.

Current practical experiences are welcome and creditable as study time, if they prove to be relevant for the studies.

1 ECTS corresponds to 25 hours workload.

1 Semester corresponds to 30 ECTS = 750 hours workload.





5th pillar: Study accompanying coaching

Course-related forms of coaching: presence coaching, success teams, Skype video coaching, individual coaching, group coaching, ...

Through scientific reflection and evaluation by the University, this coaching is credited as a period of study (credit points).

"What lies behind us and what lies before us are tiny matters compared to what lies within us."

(Ralph Waldo Emerson, philosopher & writer, 1803-1882)





ECTS for M.A. in Psychology (120 ECTS)

<u>Total credits for Semesters 1-4:</u>	<u>min.</u>	<u>max.</u>
Psychology degree courses (P-rates)	35	70
NLP study courses (N-courses)	10	40
Coaching study courses (C-courses)	10	40
Special study courses (S-courses)	4	10
Study relevant education or training	7	25
Reflected practical experience or training	5	25
Publications	0	30
Reflected semester coaching	4	8
Degree work	10	30

(1 ECTS are 25 hours of workload.)





ECTS for Dr./Ph.D. in Psychology (180 ECTS)

<u>Total credits for semester 1-6:</u>	<u>min.</u>	<u>max.</u>
All study courses (P-, N-, C-, S-course)	30	75
Research methodology for the dissertation	15	25
Research implementation	25	35
Study relevant education or training	5	15
Reflected practical experience and internship	0	15
Publications	4	30
Reflected semester coaching	6	12
Dissertation	50	80



Time extent: 2 semester of psychology, basic research in Dr./Ph.D. level research methodology and data collection, Dissertation & Literature, each.



**Lecturers apart from Profesor Titular / UCN Nandana Nielsen
and Profesor Titular / UCN Karl Nielsen at the Department
of Human Communication of the UCN:**

- Professor Dr. Gerhard Berchtold, Austria



- Leo Angart, China



- Nada Kaiser, Ph.D. / Universidad Central de Nicaragua, Croatia

- Dr. Manfred Birk, Germany



- Professor Dr. Albert Nonnenmacher, Germany

- Professor Dr. Gabriel Kovac, Israel



- Dr. Ricardo Roberto Saavedra Hidalgo, Mexico

- Richard Bolstad, Ph.D., New Zealand





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Dissertation: „Employability and NLP“, at the Universidad Central de Nicaragua by Nada Kaiser

Result of this scientific study:

*Methods of NLP are excellently qualified for
communicating meta-competencies of employability.*

The teaching of employability skills is required as a component of all
courses in Europe, by the Bologna process.





From the Communiqué of the European Minister of Education and Cultural Affairs regarding Employability

„13. With labour markets increasingly relying on higher skill levels and ***transversal competencies***, higher education should equip students with the advanced knowledge, skills and competences ***they need throughout their professional lives***. (...)

Employability empowers the individual to fully seize the opportunities in changing labour markets. (...)

Higher education institutions, together with governments, government agencies and employers, shall improve the provision, accessibility and quality of their careers and employment related ***guidance services*** to students and alumni.“ (Leuven Communiqué, April 2009, p.3)



17 key competencies

- ✓ Self awareness
- ✓ Self motivation
- ✓ Self control
- ✓ Social skills
- ✓ Interpersonal skills
- ✓ Communication skills
- ✓ Ability to cooperate
- ✓ Coexistence capability
- ✓ Participation capability

- ✓ Integration
- ✓ Conflict resolution skills
- ✓ Ability to dissociate
- ✓ Empathy
- ✓ Resource activation
- ✓ Responsibility
- ✓ Creativity, joy of discovery, creative ideas
- ✓ Perception, the ability to reflect

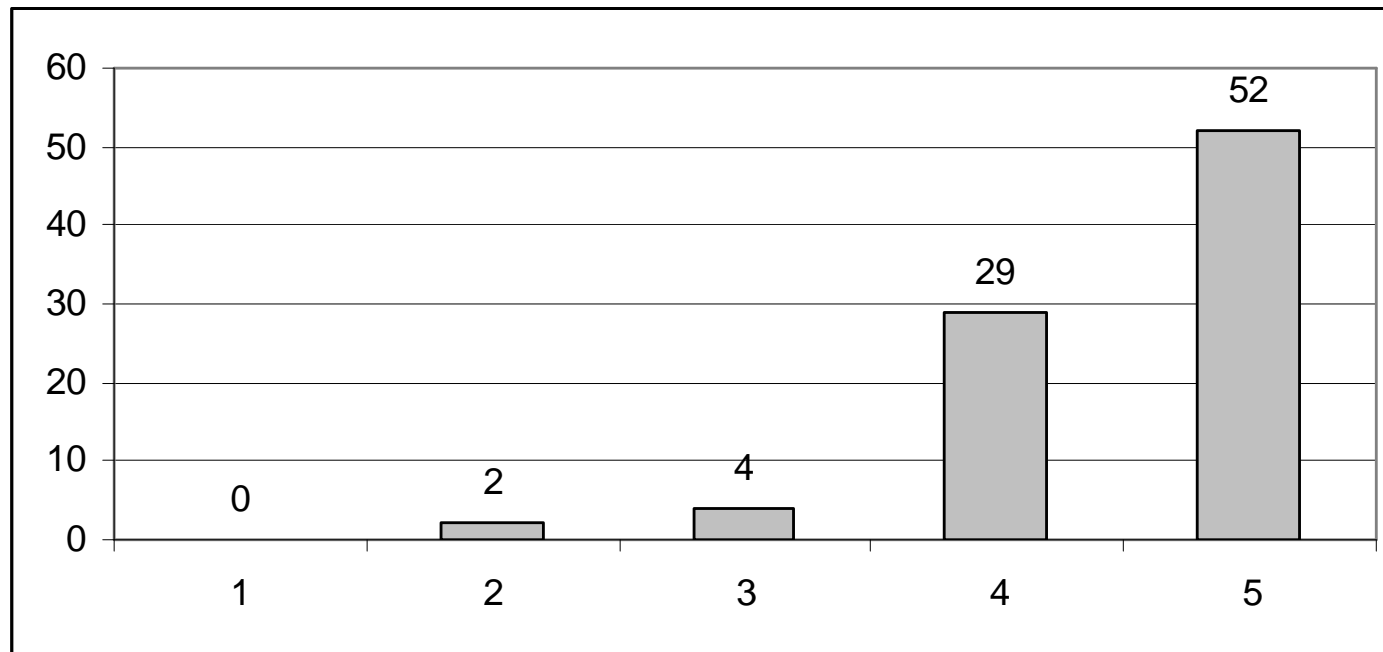
3 meta-competences:

- ✓ Design of relationships
- ✓ Process Control
- ✓ Adaptability



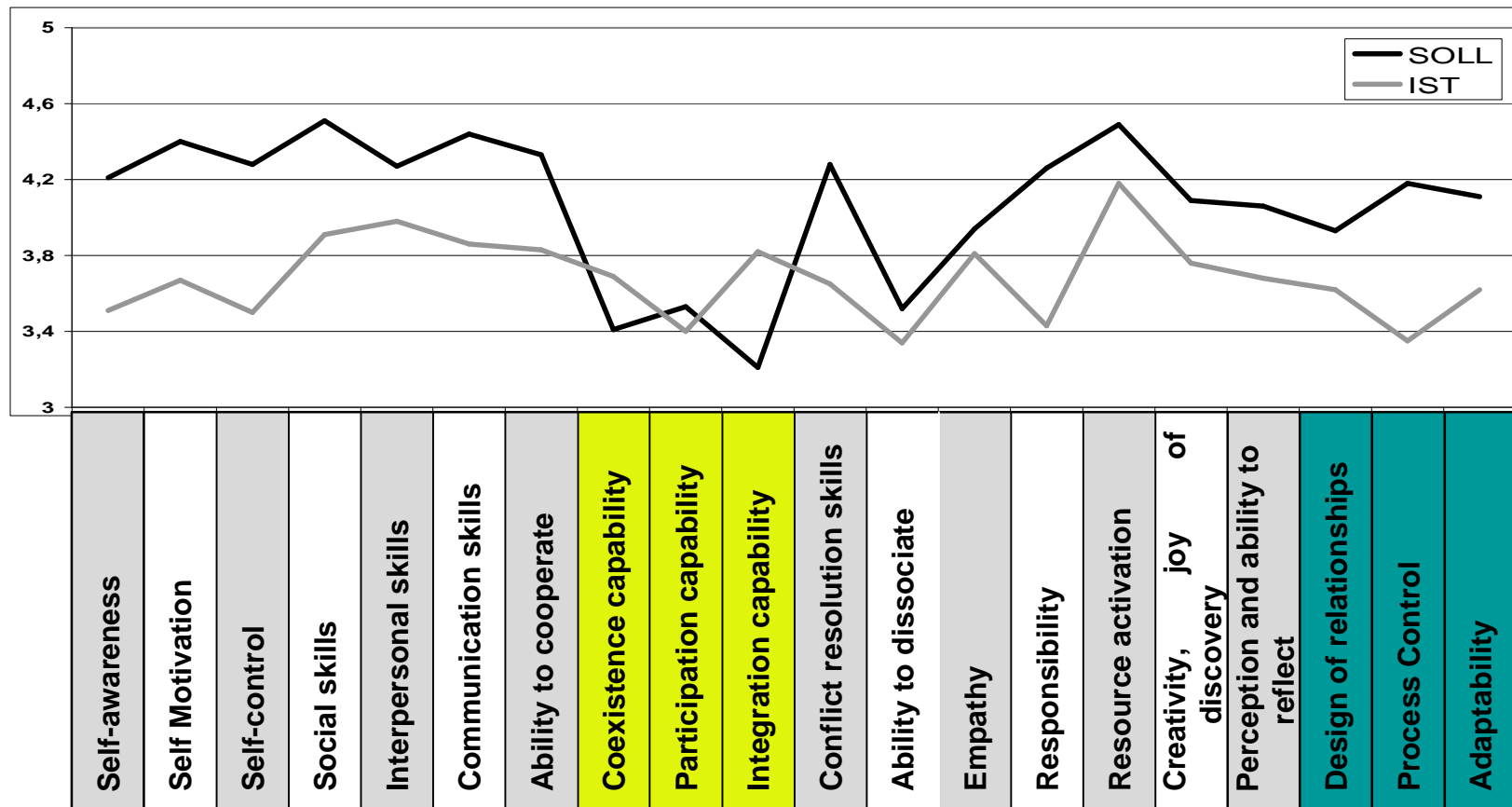
The contribution of NLP training for acquiring skills

**87 of the 247 respondents have a completed NLP training.
92.5% of them consider that the contribution of NLP
was important or very important (ratings 4 and 5).**





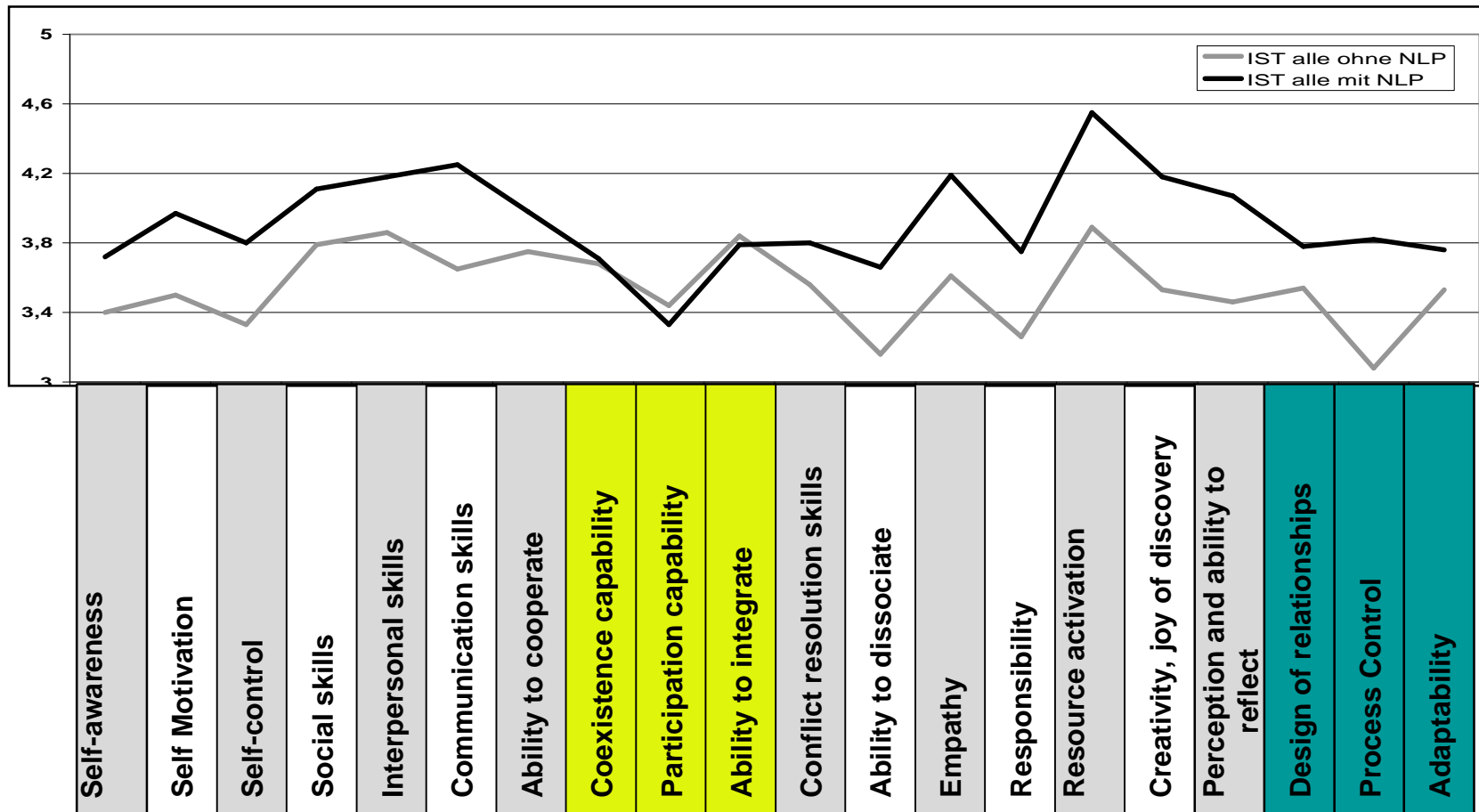
Self-Assessment: Existing (gray) and required (black) competencies (n=247) for the exercise of professional activity





Competence expression with and without NLP

Respondents with NLP training rate themselves as more competent.





Summary of the dissertation of Nada Kaiser

The ***Meta competencies***: „Design of relationship, process control and adaptability“, can be used for the control und the learning of skills and key qualifications.

With ***Neuro Linguistic Programming (NLP) Meta competencies*** for life long employability can be learned more efficiently and effectively.

The Bologna process claims the procurement of employability for all study courses in Europe.

Therefore, NLP should be taught at all European universities.



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Dissertation on "effective factors in professional communications," at the Universidad Central de Nicaragua by Nandana Nielsen and Karl Nielsen

Result of this scientific study:

Methods of NLP are ideally suited
to provide effective factors of communication
for professional communicators.





Part 1: efficacy research in communication skills

Results of 5 years of scientific research (from 1980 to 1985) at the Free University of Berlin and the Sozialpädagogisches Institut Berlin for the identification of useful communication skills in the use of family workers in disadvantaged families with low income, low education level and varied problems to support:

- **Personal responsibility**
- **Successful everyday life**
- **Future family life**

Perspective of the study: the subjective experience of reality and the communication of the families

**Publication of research results in two books:
dv Verlag, Frankfurt 1984, Beltz Verlag, Weinheim 1986**



Research results: crisis typologies

Ø **2nd order changes**

for example: divorce, job loss, addiction, sickness,...

Ø **Chronical structural crisis**

for example: long-term problems in relationships, economic resources, impending imprisonment, impending committal of children to a different accommodation

Ø **Existential problems in all areas of life**

e.g. educational deficits, avoidance of institutions and experts, shame, unrecognized disabilities of children (hearing, speaking, motor skills) ...



Research Results

Professional Promising Communication Skills

- ∅ Alternating between 3 positions of perception
- ∅ Distinction between identity and behavior
- ∅ Building a relationship
- ∅ Behavioral flexibility in relation to others
- ∅ Appreciation
- ∅ Dialogue between equals
- ∅ Be outspoken about issues
- ∅ Recognize and activate resources
- ∅ Reach common goals



Part 2: Communication Skills in seminars

Correlation between these research results and our training in NLP and Coaching

- Ø Alternating between 3 positions of perception = **1.2.3. Position**
- Ø Distinction between behavior and identity = **Logical levels**
- Ø Building a relationship = **Rapport on unconscious levels**
- Ø Behavioral flexibility in relation to others = **intention of communication**
- Ø Appreciation = **leaden and pacing**
- Ø Dialogue between equals = **Sponsorship (I see you ...)**
- Ø Be outspoken about issues = **Positive unconscious intention**
- Ø Recognize and activate resources = **resource orientation**
- Ø Reach common goals = **SMART, Win-win**



Part 3: Prof. Dr. Clare Graves human development

Integration of communication skills for professional communicators in the levels of human development.

1. Health: How do I listen to the signals of my body?
2. Fascination: How do I experience the uniqueness of the encounter?
3. Emotions: How am I connected with joy and enthusiasm?
4. Security through structure: How do I live discipline, rules and order?
5. Curiosity & Success: What do I want to achieve and explore?
6. Community: How do I enjoy equal community?
7. Integral: How do I deal with beliefs, values and perception filters?
8. Global: Do I feel connected with all humanity?
9. Transcendental: What do I know beyond words?

www.nlp-nielsen.de/Graves-Coaching-20071219-englisch.pdf



Summary of the results of the dissertation of Nandana Nielsen and Karl Nielsen

The dissertation „Effective factors in professional communications “
by Nandana Nielsen and Karl Nielsen at the Universidad Central de
Nicaragua consists of 3 parts:

1. **Outcome orientation, resource orientation and flexibility** were identified empirically as professional promising communication skills.
2. These **communication skills** can be learned very efficiently and effectively with **Neuro Linguistic Programming (NLP)**.
3. For professional communication an understanding of **human development processes** according to Professor Graves are helpful.



Other researches of current students

- ✦ Neuronal responses in the brain during NLP interventions
- ✦ Success factors of successful teams
- ✦ Burnout prevention for sales training
- ✦ NLP rhetoric of self-discovery processes
- ✦ From dream to dream life
- ✦ Self-management and life balance
- ✦ Relation between physical and mental attitude
- ✦ Change of values and standards in the process of dying



At the next world congress of NLP & Coaching, in April 2012 in Croatia, the students will present the results of their studies in detail:

www.nlp-worldcongress.net



Summary of the presentation

We have presented the programs of the UCN: "M.A. & Dr./Ph.D. in psychology with NLP & Coaching ", and two researches at the UCN.

- NLP and coaching are key elements in the study of psychology
- The focus lies on research-based studies with a research question
- Practical experience and coaching are part of the studies
- At UCN the effects of NLP and coaching are researched

Study guide:

www.UCN.edu.ni/inter/nielsen

The 5 pillars of the studies:

www.nlp-institutes.net/UCN-E.htm





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supports people in realizing their potential.
We explore the effects of NLP and Coaching.**

**Do your M.A. or your Dr./Ph.D. in Psychology
at the UCN international with NLP and Coaching
and exploratory study based on an
exciting research question.**

