

NEURON DEVELOPEMENT PROGRAMING :

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Human Resource Department (HRD) deals with the development of team leaders, team members, who associate with stakeholders- influencing everyone concerned- toward realisation of organisation's cherished vision through the achievement of pre-planned goals.

CVs are just impressive masks to hype qualifications and hoodwink qualities through literary rhetoric. The members are the human assets, who can make or break the organisation. Screening and selection of the right persons for the right jobs are vital on the part of HRD. Development in cognitive skills improves interviewing skills to discover qualities of people which even they may not be aware of – enabling recruits to transform their lives through successful career planning, by revealing individual traits and improving soft-skills to suit the personality- thus challenging each and everyone to make a big difference – by changing behaviours and habits of thinking in positive ways, efficaciously delegating tasks, roles and defining job descriptions, empowering each and everyone to bring out their level best, eventually benefiting the organisation. Body language and eye-contact unravels more about the inner self and trustworthiness than words.

Everyone in this world has three blocks within the unconscious mind:- i.e. The Past Limitation Block, the Current Restriction Block and the Future Indiscretion block. These blocks of the past have been induced during childhood because of our physical and mental helplessness, leading to low self-esteem and negative beliefs, reinforced by negative suggestions and negative labels. The current restriction blocks are formed by us on the basis of the past self-limiting beliefs, thus forming our narrow comfort-zones and the old die-hard habits of thoughts and addictions. This affects the future vision, which everyone has formed in the mind's eye:- i.e. the imagination. Negativity has made the future look bleak and gloomy which generates anxiety. Thus we are unable to make the rational decisions and act upon it.

Neuro Programming aims at personal mastery-skill of making the best choices and right decisions, which ultimately define the organisation's future. NEURO PROGRAMMING is the study of our thoughts and dexterous verbal / non-verbal communication to programme ourselves. Self-awareness of how we think and what we do makes all the difference in our lives - our present and future. We are as we think and we tend to be as we believe. Excellence is a habit of thought. NEURO PROGRAMMING- the science of excellence is used by CEOs and managers for self-improvement and superlative team achievements. NEURO TECHNIQUES redefines how we think, communicate and our unconscious, habitual thinking patterns and behaviours. Past cannot foul the present and future. Unlikely habits of thinking which block self-advancement can be changed and self-assertive behaviours that support success-orientation

can be developed to reach peaks of potential, better inter-relationships and creativity for innovation.

Developing trust and goodwill *among team members* is a challenge HRD faces in every organisation - building rapport, resolving conflicts, inspiring confidence, building competencies, communicating clarity of vision, inspiring and motivating members to show desired results within committed deadlines with determined dedication to succeed in the face of all odds. HRD counsels discontented people in a positive way, bringing out and resolving the root causes of their problems.

NEURO PROGRAMMING brings about cordial relations between and among team members in the organisation. Each one can see through the others' games and interact intelligently with one another, reducing ego-conflicts and avoiding hassles peacefully and amicably; building rapport between and among team members, devising realistic strategies and guiding team members to work wonders. Thus everything goes on ship-shape and all functions work clockwise. NEURO PROGRAMMING helps HR managers to face the challenges by understanding personal values, improving communication to counsel, coach, inspire and motivate team members.

NEURO PROGRAMMING unleashes the unconscious hidden potential of each and every member. It empowers each one to enthuse the other, looking at the possibilities through positive thinking lenses and focussing on feasibilities of objective goals achievements, better customer relationships and creative innovations. Managers who are clear about their identity believe in their products and develop core-competencies to deliver on time to the utmost satisfaction of customers. NEURO PROGRAMMING enhances presentation skills, negotiation skills and soft skills by getting rid of hindering beliefs using anchors, imagery process generating keen interest in the market.