



You got the power

See things differently

Leading Through Example

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The year 2020 brought with it a host of unprecedented challenges which our generation was compelled to face albeit reluctantly. In Sri Lanka per se, political turmoil was rife and climaxing towards the elections. The anxiety and uncertainty felt by the populace was further corroborated by Covid 19, the deadly pandemic which caused a global meltdown and life as we knew it changed rapidly. The world at large had to adapt to the ‘new normal’ which was a term which the pandemic gave rise to.

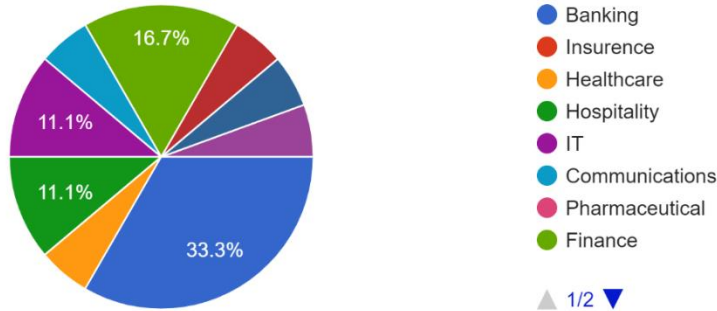
The current COVID-19 pandemic has heightened uncertainty over the economy, employment, finances, relationships, and of course, physical and mental health. Yet as human beings, we crave security. We want to feel safe and have a sense of control over our lives and well-being. Fear and uncertainty can leave you feeling stressed, anxious, and powerless over the direction of your life. It can drain you emotionally and trap you in a downward spiral of endless “what-ifs” and worst-case scenarios about what tomorrow may bring.

As managers of a company, one might wonder how they can face this situation when dealing with business targets and daily operations as the

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motivation that was felt before seems elusive which causes a sense of hopelessness and helplessness.

Name of the segment your representing

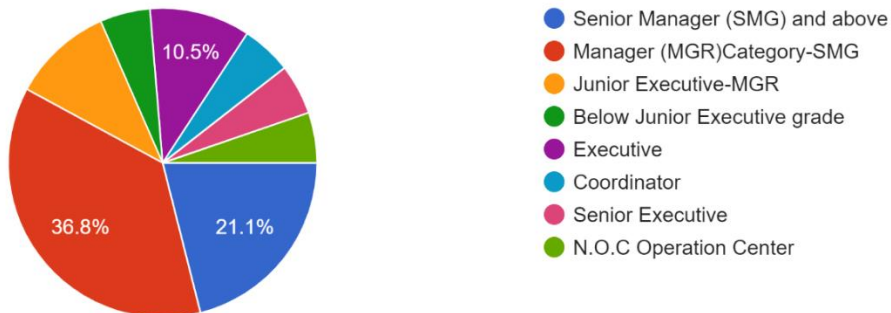


This workshop is an opportunity to share insights based on a research titled “You Got The Power” as it is bound to inspire you who are in Managerial positions to motivate your team members during these challenging times.

In the research, we met representatives from multi-faceted sectors such as Banking, Insurance, Healthcare, IT, Pharmaceutical, Communications and Finance.

55% of the representation was from the Managers and the Senior Managers and the rest are from the junior grades.

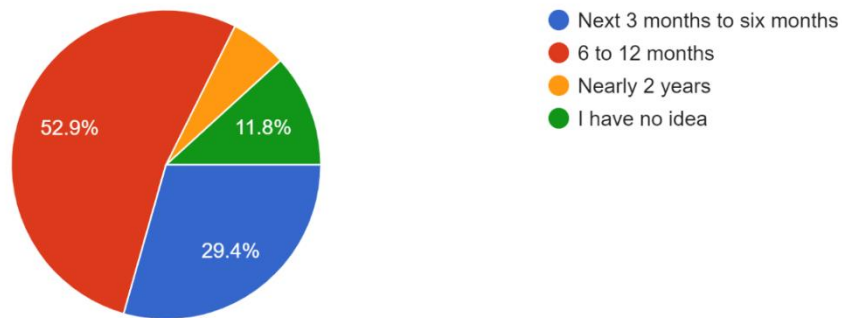
Please select your category of your designation



A majority of them stated that it will take an average of about six months to one year to settle this ongoing pandemic situation.

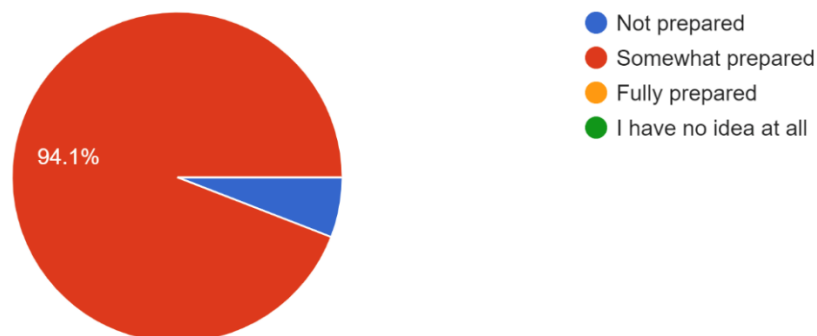
The prolonged sense of anxiety is certain to increase the level of fear and worry in a significant manner. It may vary based on the environmental and other changes which will certainly impact behavior through thoughts and patterns as the focus is shifted.

How long do you think that this situation will last



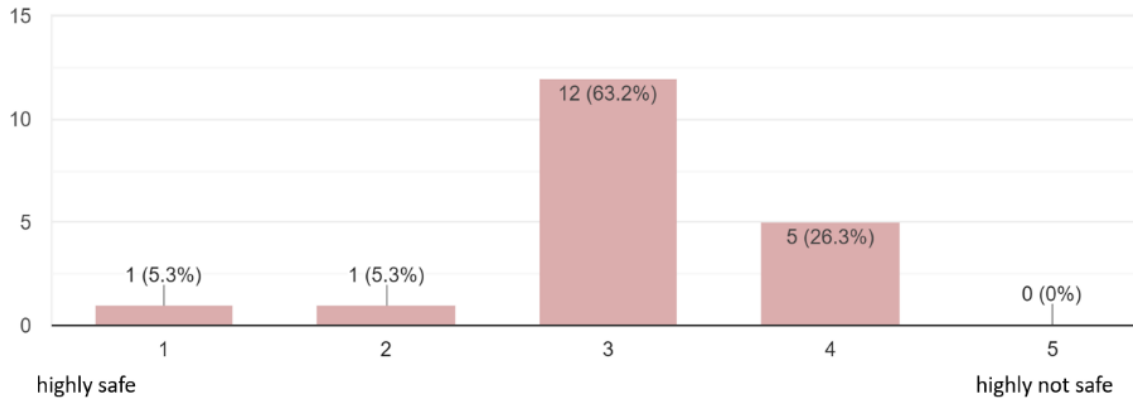
The chart indicates over 90% of those who are 'somewhat prepared' but the underlying meaning is vague as it shows that they are uncertain which is indicative of a negative sentiment.

How well are you ready to face the challenges in your life if this continues



So when negativity grips your mind, it will start complimenting with negative

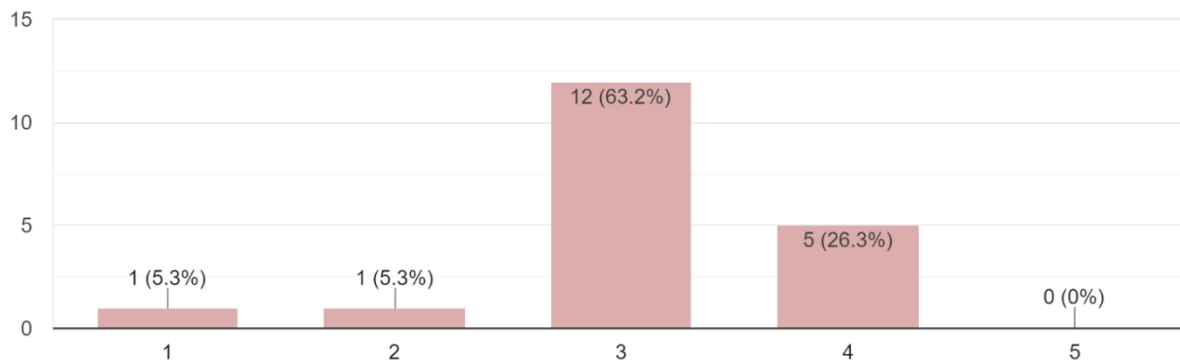
How safe do you feel at a time like this with regard to your life



thoughts until you make a choice to overrule that. Just like you are complimenting your positive beliefs with positive thoughts, the negative thoughts will also complement the negative beliefs so at a time like this when over 90% have indicated that they are not ready, you can expect their beliefs are negative which, will inevitably affect their behaviour patterns. Moreover, this can cause an negative impact among the close-knit circles of friends, family members and the corporate world.

The chart shows the high percentage (85%) of those who assume that their not safe and jobs are at high risk.

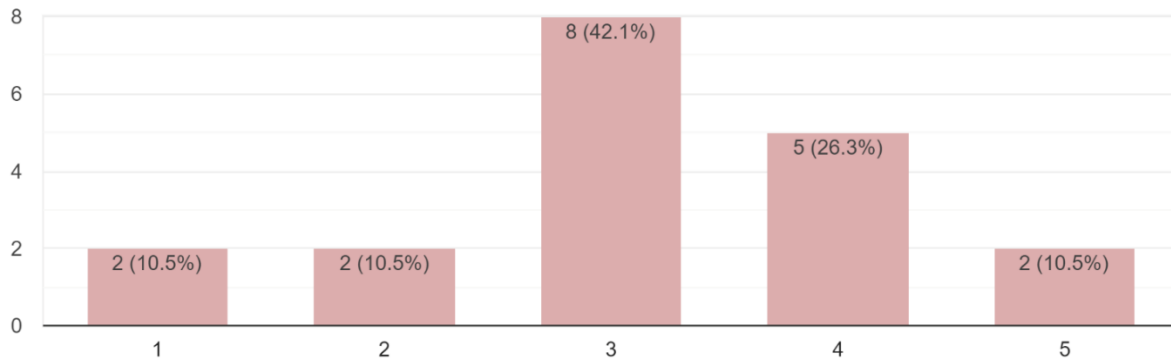
How safe do you feel at a time like this with regard to your life



(1 =highly safe, 5 highly not safe)

With job security being at a low point 78%, it is clear that the behaviour patterns are negatively impacted and motivation is null and void.

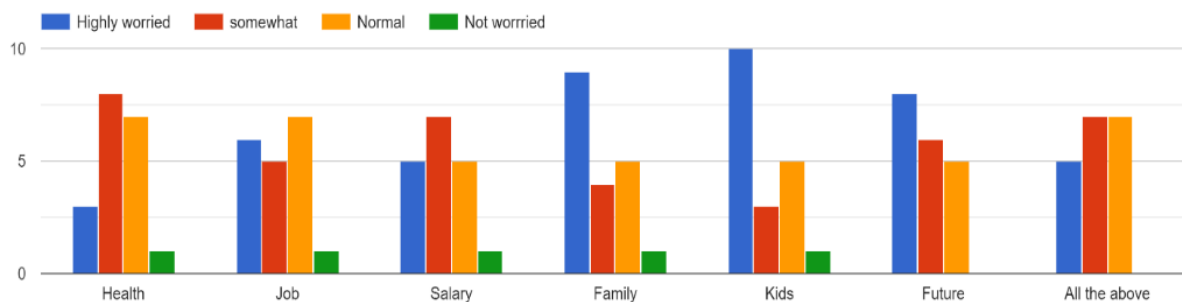
I see some risk in my job in the future



(1 =highly safe, 5 high risk)

And if you look at the chart, it talks about their own personal lives in the context of health job, salary, family, kids and future.

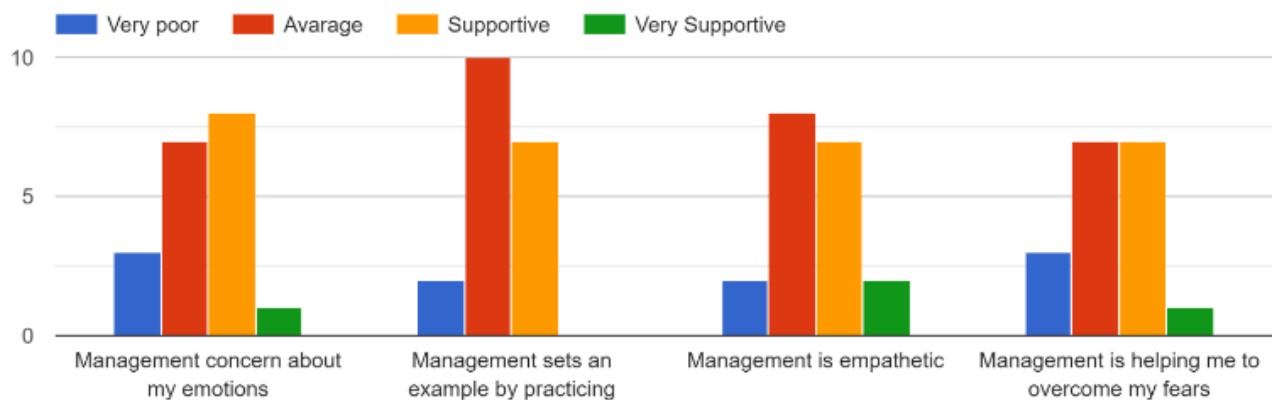
How much am i worried in the context of my life



Health and salary shows signs of being somewhat worried which means they have a negative believe about the income and their health. These two areas cause a huge impact when it comes to the physiology or their behavior. I spoke to a young girl and she said she is worried whether she can do what she has been doing before, thereafter I inquired whether she is willing to forego some of the things that she has been doing. This question caused her face to be marred by disappointment. Thereafter she stated that she needs to start hunting for a new job.

If you observe a family with children, the uncertainty felt about the future which will impact their productivity. Because they have lost the confidence within them and that limits the power towards their work at a time like this. This is further compounded by the fear and concern for their kids and their future which limits the resources and impedes their ability to go beyond the boundaries at this crucial time.

How do you feel your management is support you to overcome your fears and worries



These negative beliefs block the creativity within them to reach and find solutions for their own limitations and lose the objectives.

Based on “how the management supports to overcome”, we see that they feel that its “average understanding” and this can get connected to their output as well.

MOTIVATION

90% of the motivation is created within the the sub-conscious mind and if the management fails to look at this as a key areas, the impact can be long term untill the enviorment clears the negativity. Yet, it is uncertain how long this state of limbo will prevail. Targeting human mind and understanding the loopholes and attending to fight back will be a new task that the managers will have to face.

Suggestions to the Managers

"Management" is the coordination and administration of tasks to achieve a goal. Such administration activities include setting the organization's strategy and coordinating the efforts of staff to accomplish these objectives through the application of available resources.

The coordination and administration initiatives includes multi-faceted activations to achieve the objectives through the resources they have. I have been in marketing for over 22 years, I have conducted campaigns after campaigns to keep the staff intact to the goals of the company. but I believe that strategy will not work the way it worked before because we are dealing with humans minds which require the ability to learn on their own. the carrot and rewards will not work as it worked before because what they are experiencing is something that they have never experienced before. so the brain does not have sufficient resources that can reinforce them to fight at a time like this. The only thing that can happen is freeze and flight which will impact company objectives.

This is the time to prove the true qualities or values of the management team to set certain modifications within them so that they will be able to make those changes among the junior people to overcome the fears, doubt and uncertainty.

Let me share with you 4 steps that you can implement to support your management team to make set modifications in their teams so that they will be able to make changes among the others.

- 1. Start looking at things the way you (managers) should look at it:** This means that we always look at things the way we want to see it. most of the time when we meet the junior staff, you react the way you want. This means that you actually change the perspective from you to your staff and to find out through your unconscious mind what the other person is going through in their lives. when you do that you will learn to observe them better than before and you will be able to find solutions to their problems. Further, this will help the junior staff member to feel that the management is understanding their deeper problems so that you are actually helping that member to move from fear to confidence.

2. **Project the expected perception the way it should be projected:** every person has their own perception. Most of the time we project our own perception on to the others and we don't even know it. So what you need to do is to understand the type of perception that you want to create in them and based on that you project in every way that you can. This is projected through your voice, speed, tempo, pitch your physiology and the behavior into their lives. so unconsciously you are creating a new pattern of confidence into their lives so that will work as a reinforcement for them to make changes within them and what you are doing is you are changing their drivers of their beliefs from fear to the motivation. The management staff who are heading units and branches , need to make some major changes within yourselves in order to cause a change among others. so if your branch is not making that expected profits due to the present situation, you are a part of it because you are not understanding the changes that you want them to have and making those changes within you first.

3. **Respect the other person's model of the world the way it should be :** This is such a vital NLP pre-supposition that can motivate you while keeping a great relationship. Each person has his own model of the world which has been created through the life with the experience that person had gone through. And that model is very unique to that person. I've seen many managers that they do not understand the need to respect the others and that it will destroy the relationship among each other. Respect in the model of the world is a great lifestyle value that you can apply to yourself which will motivate not only among your families, kids but also among the staff. Imagine a staff member reaching and telling you that they have not achieved their targets, what would you do?, you might even get angry and shout and give a warning letter. what will that result in? Will that give you a greater relationship with the client for him to achieve better results if you understand his problem well? and will the member feel great if the manager can understand the root cause for not achieving that goal? Respect in the model of the world means that you accept even the failure and support that person to find the right directions.

4. Believe that you have all the resources within you to achieve your desired goal. How many times have we given reasons and excuses. I was talking to a young man and when I told this pre-supposition, he said I don't agree with this, I have these limitations which I can't do. And later on he realized that he has all the potential and the knowledge to achieve the goals. If you are a manager and if you are thinking that you don't have resources within you, and if you accept this belief as a new value to your system you will have all the negative resources to not to think creatively because you have been blocked by yourself. You can do this experiment. Imagine that you are very limited and imagine that you don't have any resources to achieve your targets, as you tell this over and over again, you will start creating pictures and imagine this as well, you will start feeling the kind of negativity within you, And as you create this negativity within you, will justify that negative thoughts are as truth for you to not to reach your goals. And when you reach that peak in your thoughts, try and find whether you can come up with better new ideas, you will get almost negative instead of positive ideas. Instead of that you tell yourself that you have all the resources within you to achieve your goals and as you start believing it, you will find more solutions, more options, more strategies coming into your head through your unconscious mind giving you all the power and the resources for you to achieve this goal.

The above gives you a brief understanding of how you need to make changes to make changes among the others. Use this as the greatest opportunity for you to experience these changes and know that if you make changes the way you want others to experience, you will make a great impact in your organisation and be supportive at a time like this to transform your junior staff to reach greater results. Wishing you all the best and great success in your future endeavours!

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