



XVIII Foro
Mundial
de la Calidad y de la
Gestión para la Mejora
INLAC 2014
27 al 30 de Mayo • Cancún, México

**MÓDULO DE APRENDIZAJE
ACELERADO**



PRACTICAL EDUCATION
FOR EXECUTIVES

**María Teresa Zavala
México**



THE LEARNING ORGANIZATION

- Give me a lever long enough and I will move the world (Archimedes)
- How to handle the most important changes with the least effort (John Grinder)



A B C D E F G H

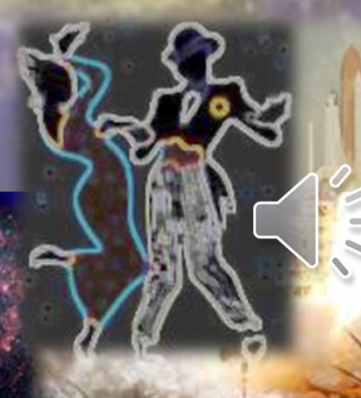
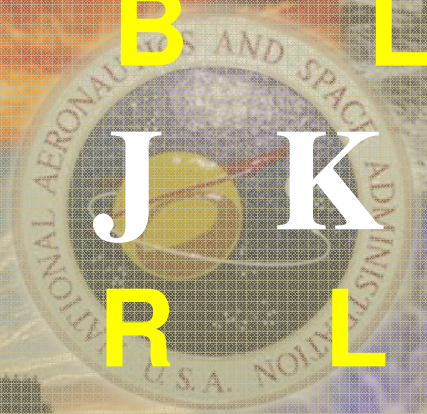
R B L R R L B B

I J K L M N O P

L R L L R B L R

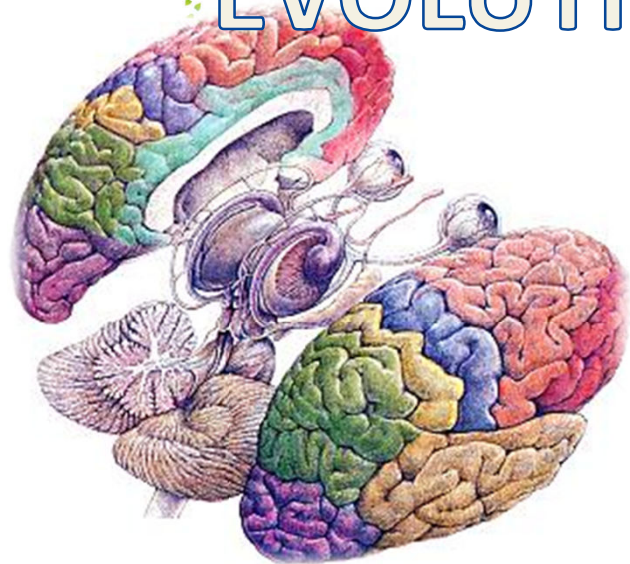
Q R S T U V X Y

R L B B R L B R





EVOLUTION OF THE MIND





N.L.P.

FUNCTIONING OF THE UNCONSCIOUS MIND

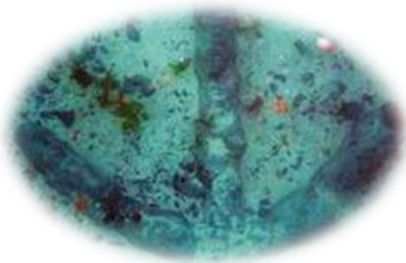
- *Literal*
- *Non - analytical*
- *No sense of humor*





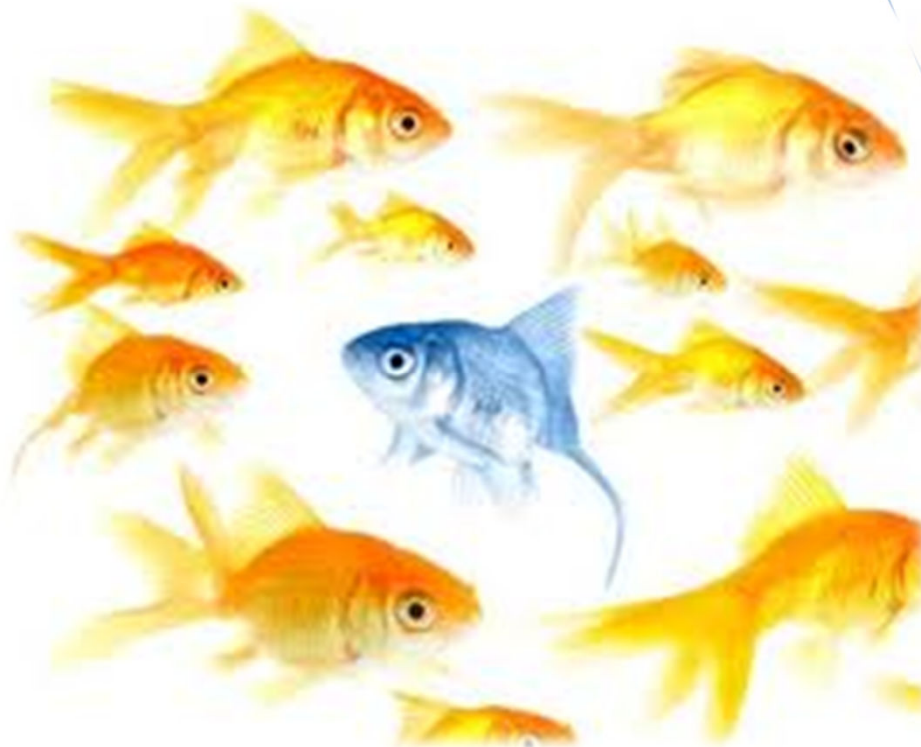
ANCHORS

- Critical/logical Blockage**
- Intuitive/emotional Blockage**
- Ethical/moral Blockage**





**It is not bad to be average, but look for
what makes the difference**





N.L.P.

"Say what you want to say"
Lewis Carroll





LATERAL THINKING AND CONDUCT DECONDITIONING

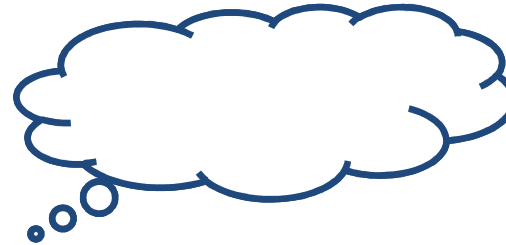




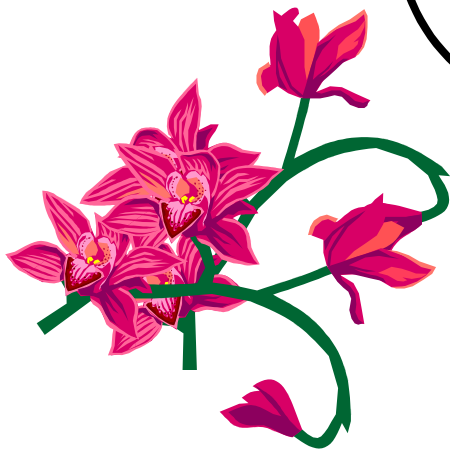
WORDS



THOUGHT



ACTIONS



DESTINY



Dopamine, Noradrenaline, Endorphines, Acetilcholine, Oxitocine, Sexual hormone



Melatonine, Serotonine, Acetilcholine, Quinine, Noradrenaline



Adrenaline, Noradrenaline, STH (Tiroides' Somatotropa)



Leadership Elixir , Oxitocine, Dopamine Noradrenaline



Wise men Elixir , Noradrenaline, Dopamine, STH, Acetilcholine



YOU

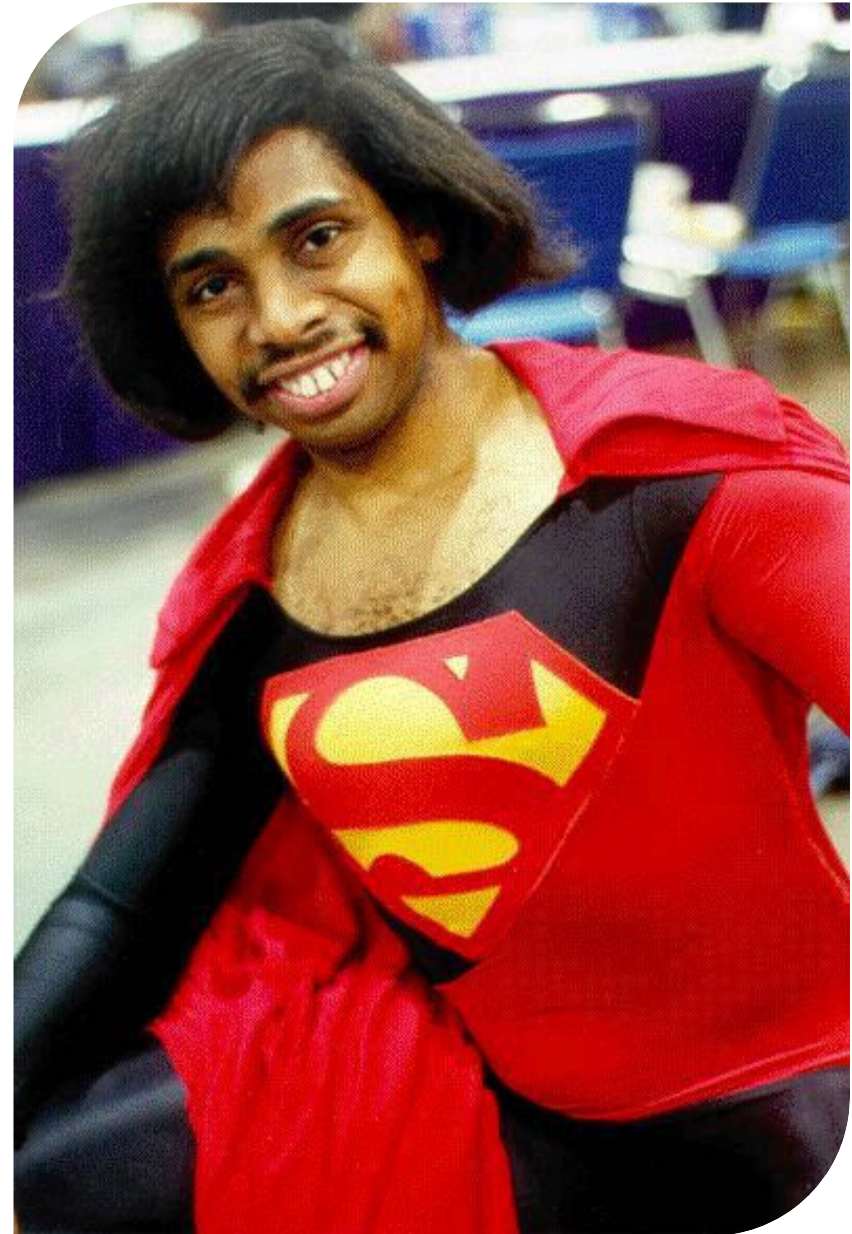


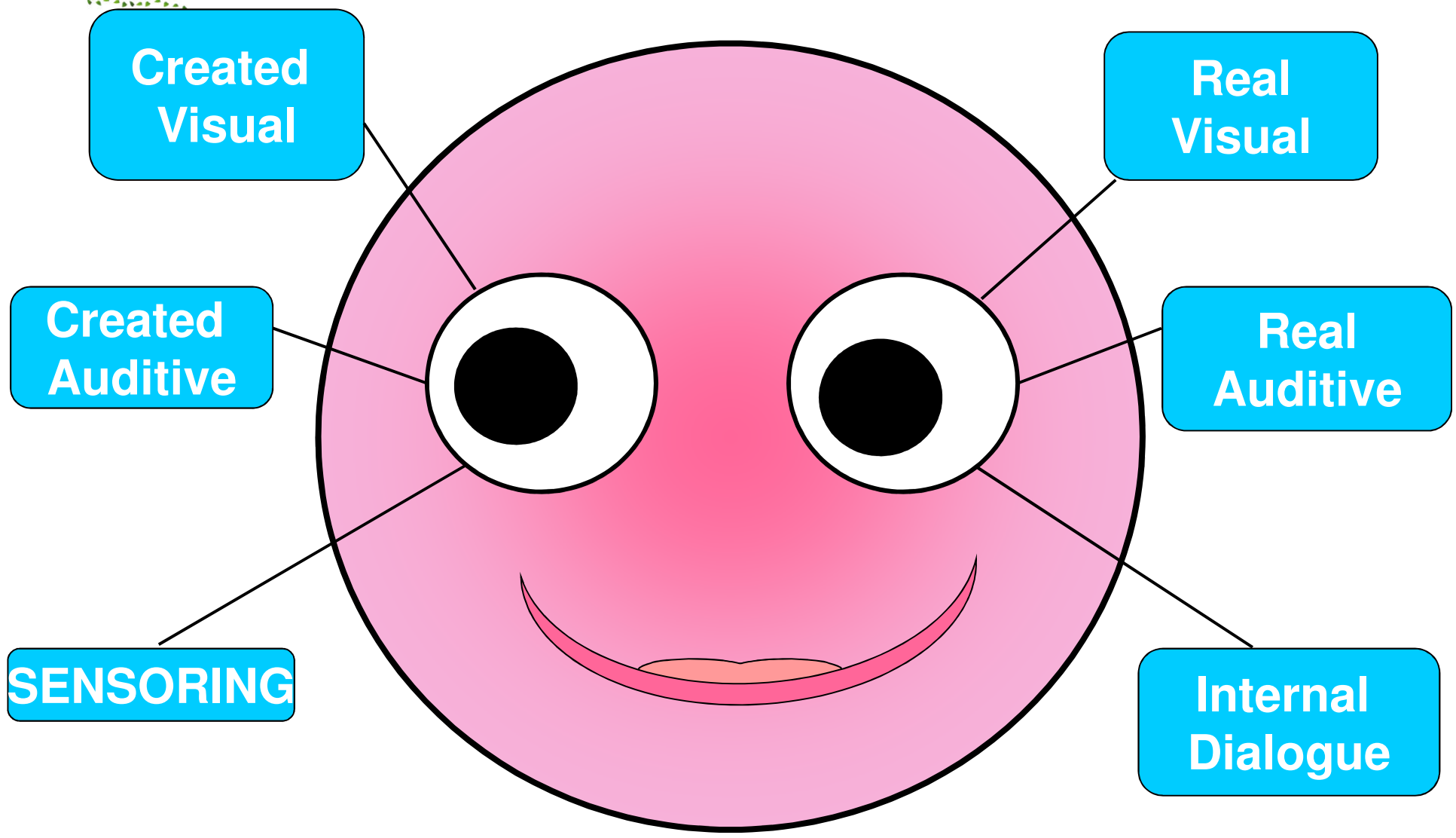
Perception





Reality





Right Side

Left Side



VISUAL PERSON





KINESTHETIC PERSON





AUDITIVE PERSON





METAMODEL

- *The map is not the territory.*

Neurological limitants

Cultural and Social

Individual:

Language (Generalization, Elimination, Distortion)





METAMODEL

- *Every action has a positive intention*





METAMODEL

- *The meaning of your communication is the reaction it produces*





METAMODEL

Failure is only feedback.





METAMODEL

✓ *You have all the resources you need*





MODELING



*“**I**mitation is the sincerest of flattery” – Charles Caleb Colton*



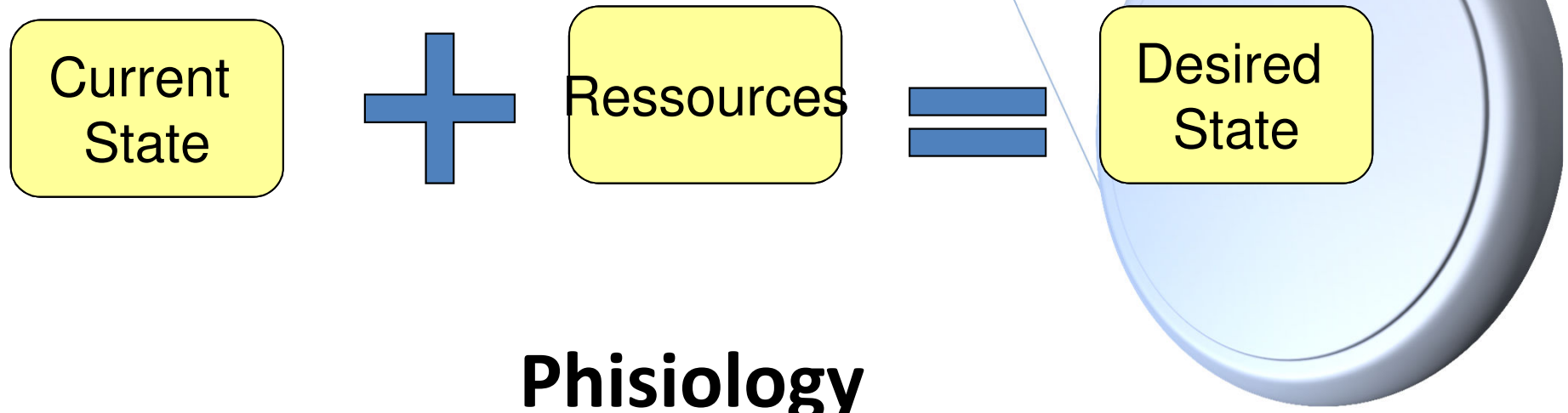
BENCHMARKING





CHANGING SYSTEM

Definition of the objective:



- Physiology**
- Strategy**
- Beliefs**
- Congruency**



FRAME OF REFERENCE

Intention



Consequence



Verbal package

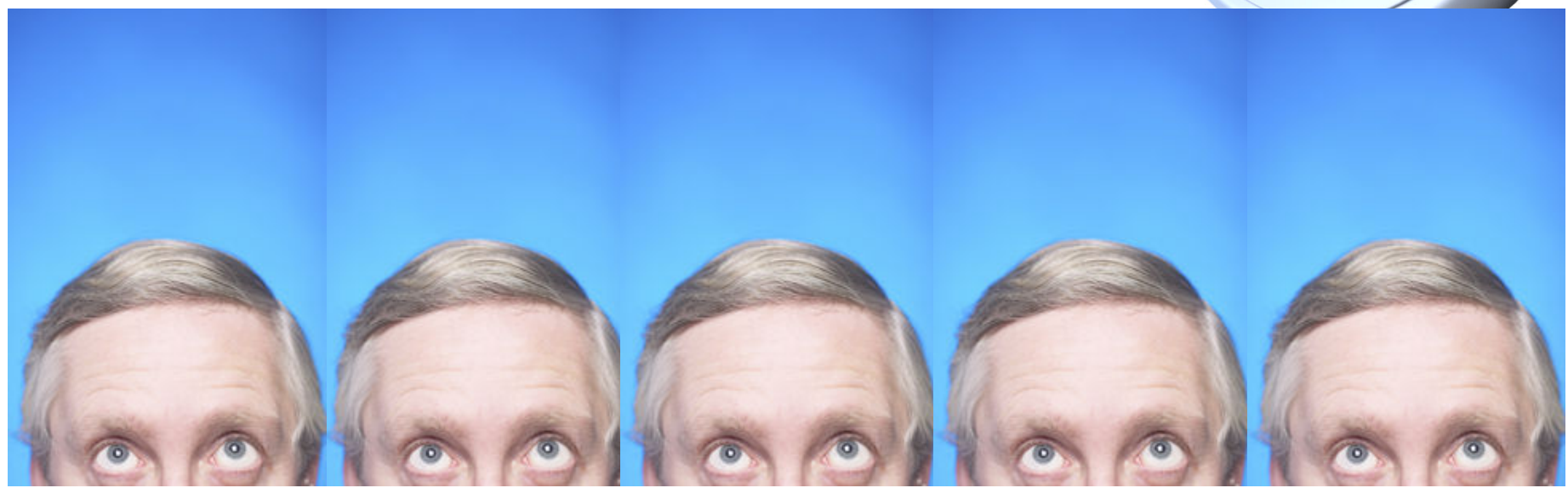
Look for the congruency between the original intention and the result.

Verify: Compare the received map with the received one by paraphrasing.



The difference between inventing and innovating

- ◆ Mental Models
- ◆ Personal Mastery
- ◆ Thinking System
- ◆ Building a shared vision





USE OF EMOTIONAL INTELLIGENCE

How to generate behaviours:

- ⑩ Specific
- ⑩ Measurable
- ⑩ Doable
- ⑩ Realistic
- ⑩ Based on time and space





Language determines your thoughts,
your thoughts determine your
actions, and actions determine your
destiny

- ✦ Verb to BE
- ✦ To Be or not to Be, that's the question.
- ✦ Our beliefs
- ✦ Frequency Adverbs





Identify the Necessary abilities to achieve your objectives

- 🍳 Personal Resources
- 🍳 Relationships Resources
- 🍳 Communication Skills VAK.
- 🍳 Visualization and the Principle of Peters.
- 🍳 Precision Language .
- 🍳 Evidences and ecological congruence

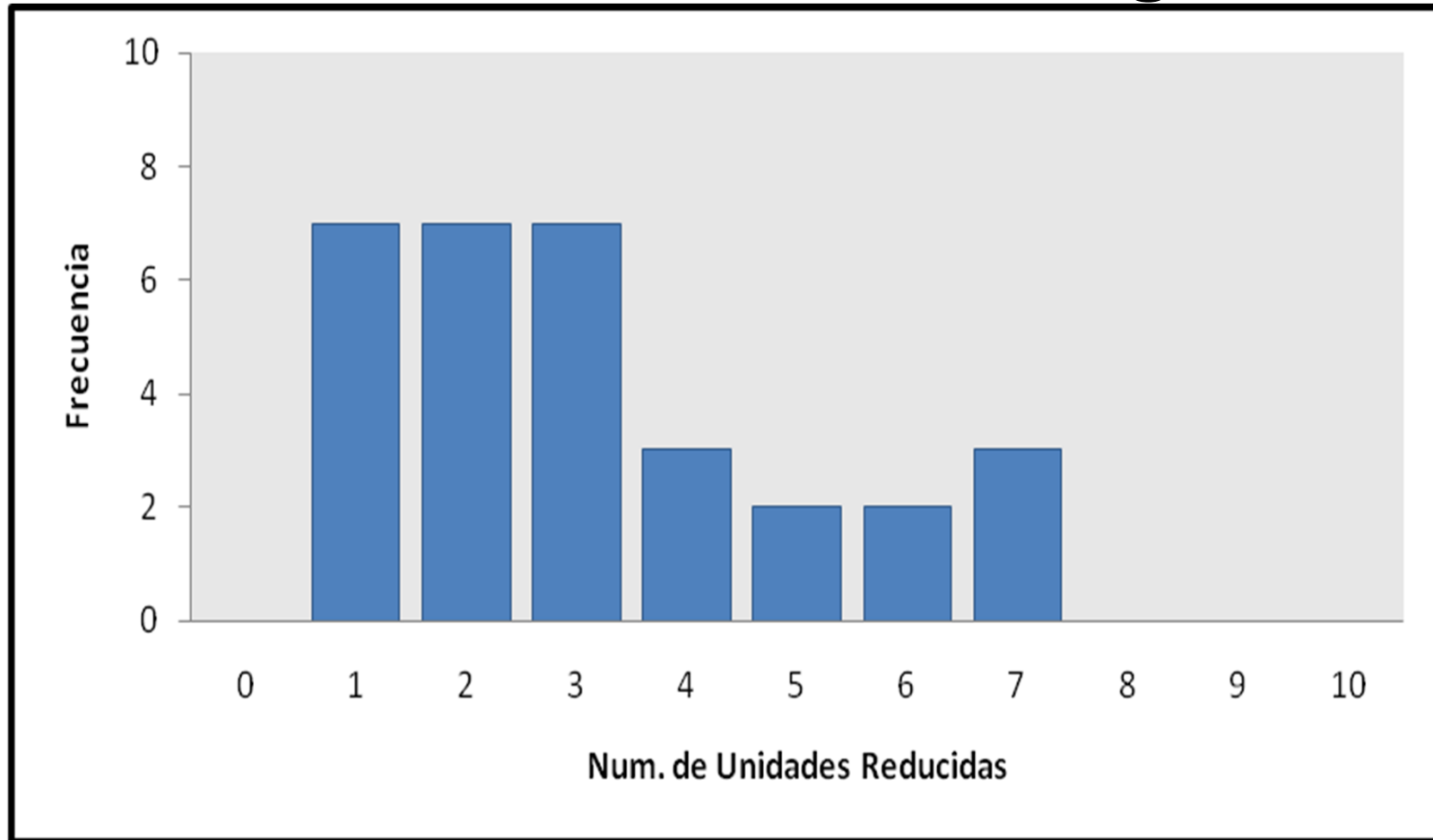




**ANÁLISIS DE LAS RESPUESTAS A LA
ENCUESTA ENVIADA A PERSONAL DE
TOMÓ CURSO DE APRENDIZAJE
ACELERADO DE INGLÉS (DIVERSOS
NIVELES), feb–jun, 2010**

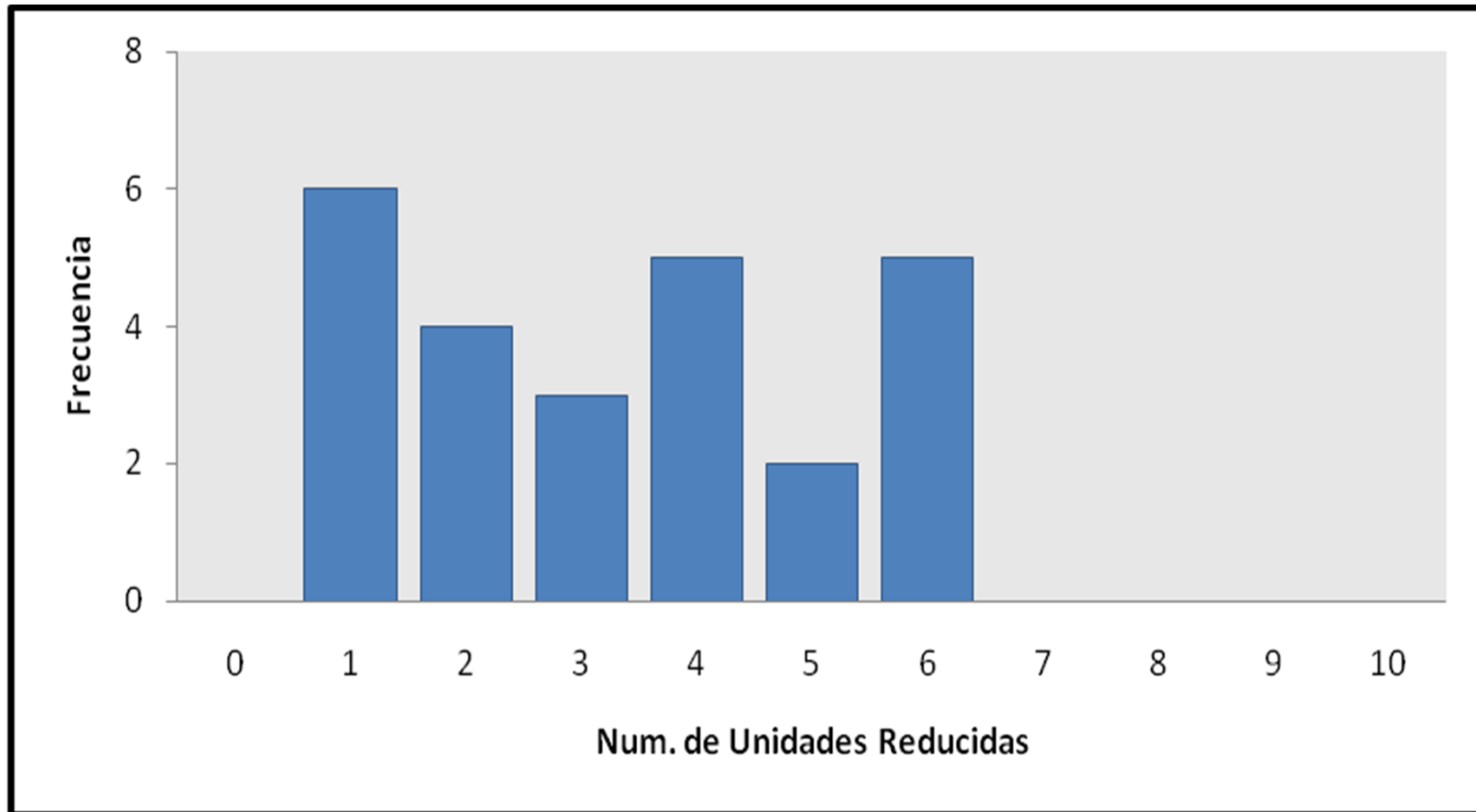


Mejora en el Manejo de Estrés al Comunicarse en Inglés



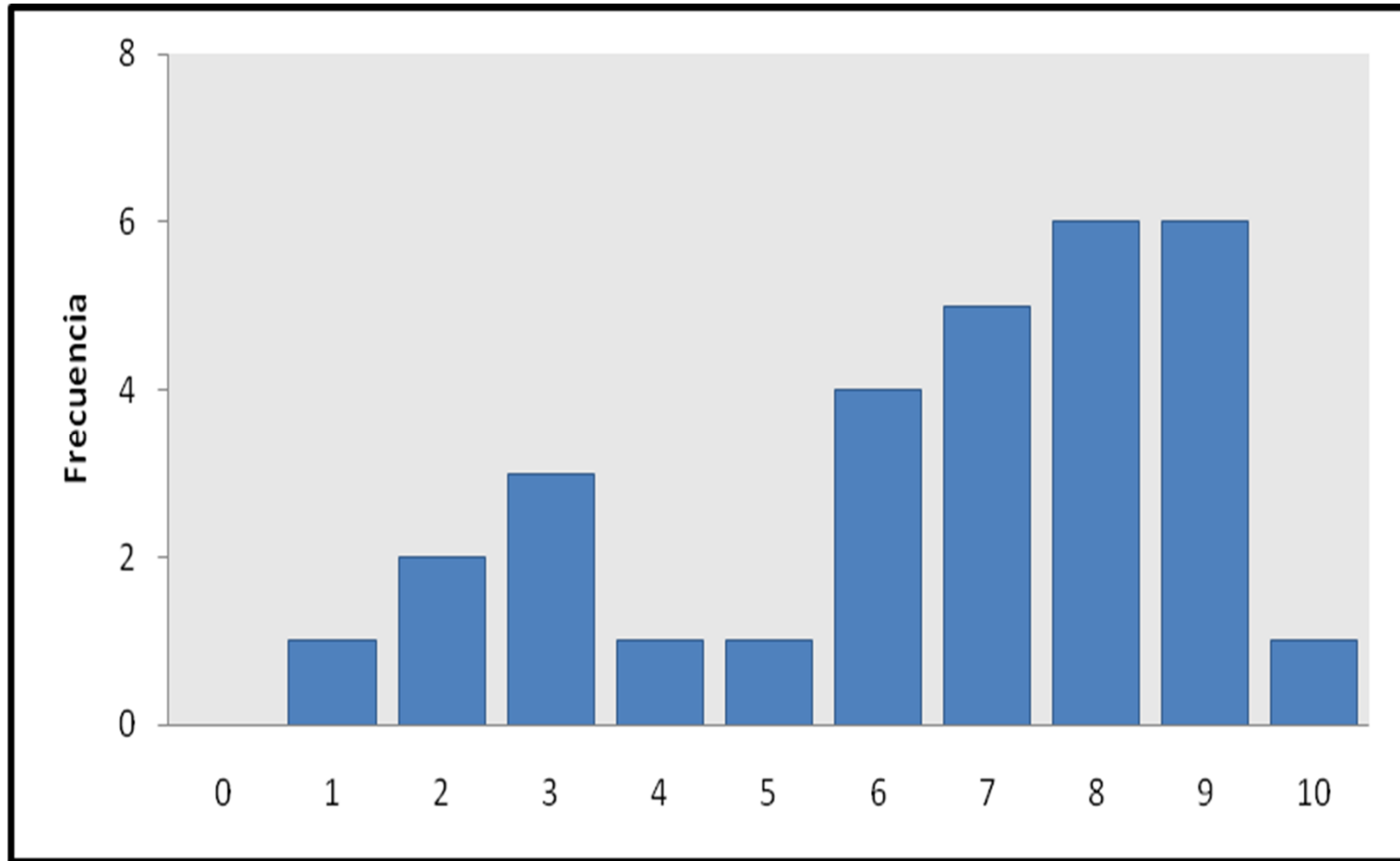


Avance en Desbloquear su Comunicación y Compartir su Talento





Aumento en Competitividad en el Área de Inglés



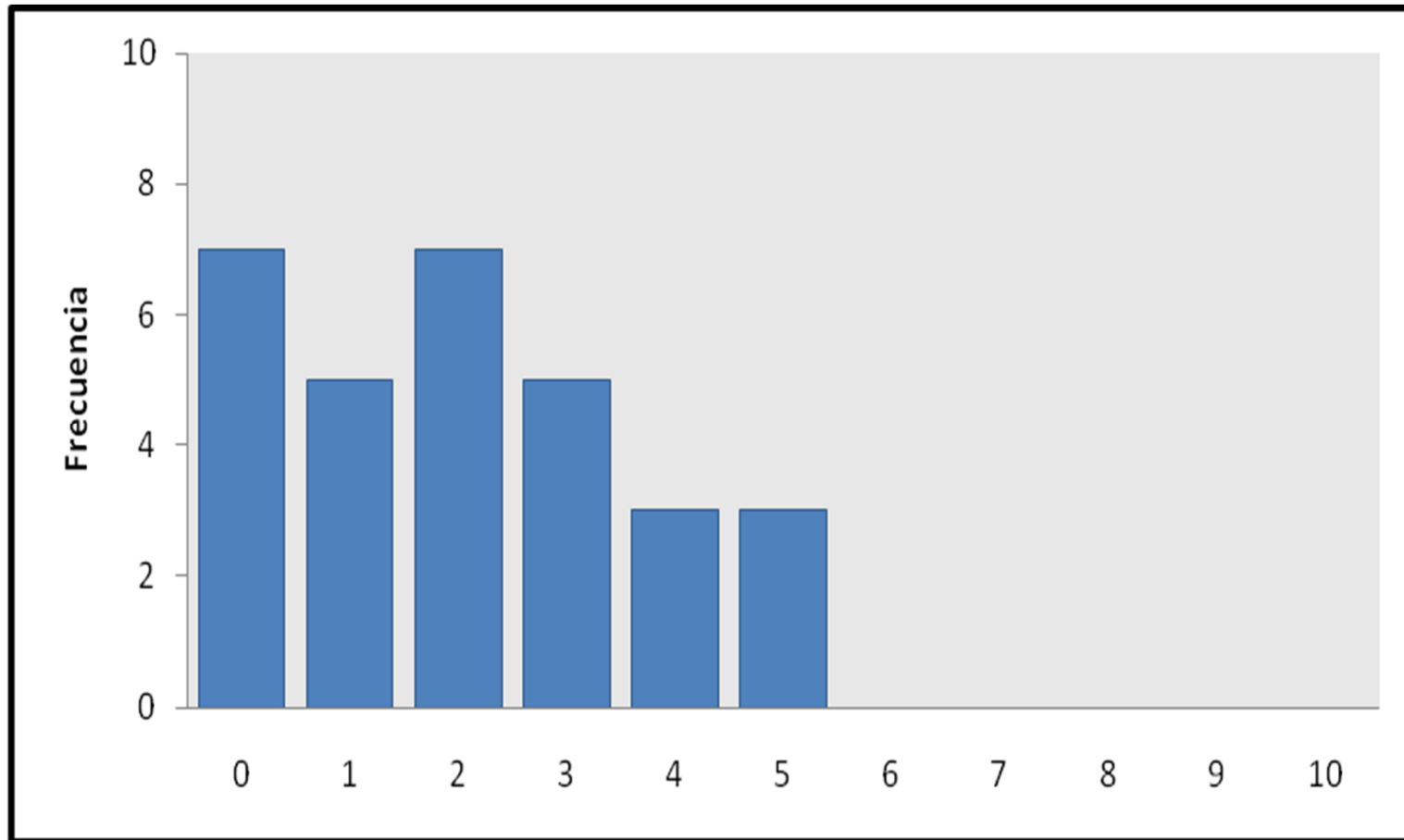


Índice de Logros Alcanzados Después del Programa de Inglés

80 %

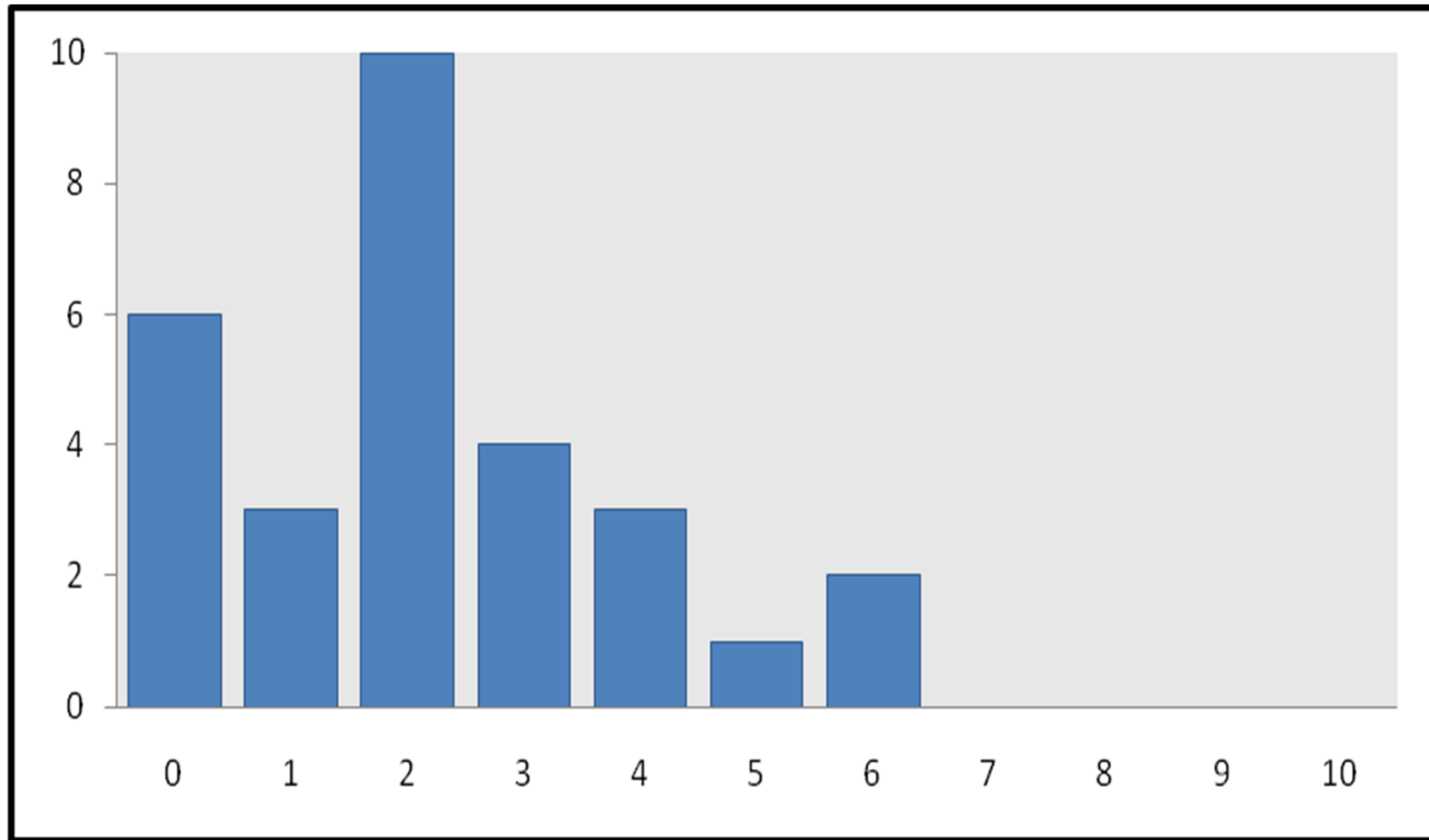


Mejora a Nivel de Relaciones y Comunicación





Mejora en Creatividad e Innovación





Porcentaje de Personas que Desean
Continuar en el Programa

100 %

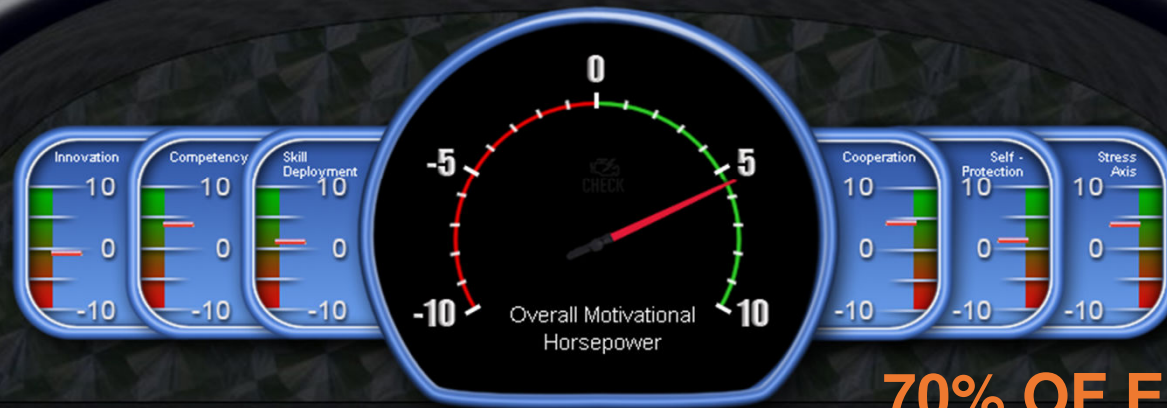


The Horsepower System™

MASTER THE FORCES THAT DRIVE HIGH PERFORMANCE

Motivating Employees to Execute the Corporate Plan

THE HORSEPOWER SURVEY™ MEASURES THE EMOTIONAL PAYCHECK—OR HOW REWARDED YOUR EMPLOYEES FEEL AT WORK.



70% OF EMPLOYEES ARE DISENGAGED (Gallup Survey)



EFFICIENT EXECUTION IS ONLY POSSIBLE WITH DEDICATED AND ENGAGED EMPLOYEES

CEO's agree that the best strategy in the world will fail without employees who are motivated to energetically and enthusiastically execute the plan, yet far more time is devoted to strategy than to motivation.

How would you respond to your board if they wanted your precise plan to improve innovation, achieve top scores for employee engagement and to reduce employee turnover and interpersonal conflict?

These are all challenging questions because they involve the murky subject of human motivation. The Horsepower System™ will help you achieve all of these priorities, and supercharge your motivational engine in the process.

EASY AS 1-2-3

Our Human-Performance Technology consists of three components:

COMPONENT ONE

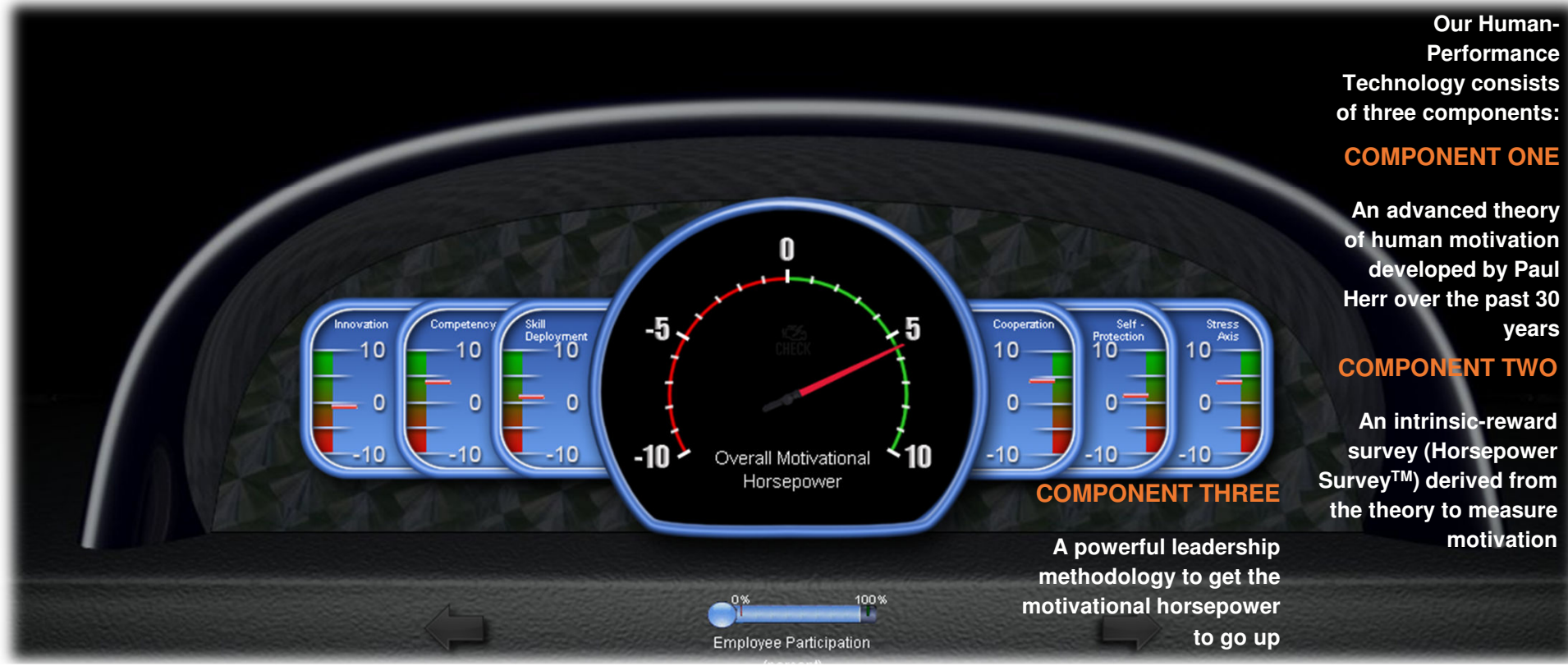
An advanced theory of human motivation developed by Paul Herr over the past 30 years

COMPONENT TWO

An intrinsic-reward survey (Horsepower Survey™) derived from the theory to measure motivation

COMPONENT THREE

A powerful leadership methodology to get the motivational horsepower to go up





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¡GRACIAS!