



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

TEAM ALIGNMENT AND DYNAMICS USING NLP



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
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AN OVERVIEW

Managing teams in today's dynamic and diverse workplace presents complex challenges. Differences in personality, communication styles, motivation, and values can easily lead to misunderstanding, disengagement, or conflict if not managed intentionally. High-performing teams do not emerge by chance; they are built through deliberate leadership, clear communication, and a deep understanding of team dynamics.

This programme equips leaders with practical tools grounded in **Neuro Linguistic Programming (NLP)** to align individual motivations with collective goals, strengthen trust, and enhance collaboration. Participants will learn how to harness individual strengths, address misalignment constructively, and foster a shared sense of purpose. Beyond performance, the programme focuses on engagement, cohesion, and sustainable team effectiveness, enabling leaders to build teams that not only perform but thrive.

DURATION: 2 Days

WHO SHOULD ATTEND

This programme is designed for:

- Managers and team leaders
- Supervisors and department heads
- Project leaders and high-potential employees
- Organisations seeking to strengthen team alignment and collaboration



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PROGRAMME OBJECTIVES

By the end of this programme, participants will be able to:

- Apply practical NLP strategies to manage team dynamics and achieve stronger alignment
- Enhance communication skills by understanding values and inner motivational drivers
- Conduct difficult conversations respectfully while maintaining openness and rapport
- Apply team development models to improve engagement and organisational performance
- Use effective feedback and feedforward techniques to encourage positive behavioural change
- Foster a coaching culture that supports growth, accountability, and collaboration

LEARNING OUTCOMES

Upon completion, participants will demonstrate the ability to:

- Recognise how mindset, trust, and outcome focus influence relationships and conflict
- Identify values and deeper inner drivers to strengthen team cohesion
- Use NLP-based communication formulas to manage scepticism and resolve conflict
- Align individual motivations with team and organisational goals
- Lead teams effectively through different stages of development and change
- Deliver feedback that is accepted and acted upon
- Apply feedforward techniques to inspire action and continuous improvement



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TRAINING METHODOLOGY

This programme adopts a competency-based and experiential learning approach:

- Experiential learning with structured practice exercises
- Facilitated discussions and guided debriefs
- Video-based learning reinforcement
- Group work, simulations, and role-play activities
- Individual reflection and action planning

The programme design aligns with the **4MAT Learning System**, ensuring effective learning transfer:

- Relevance and purpose (Why)
- Conceptual understanding and evidence-based models (What)
- Practical application and experience (How)
- Workplace integration and situational application (What If)



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Course Content

Day 1: Foundations of Team Alignment and Leadership Mindset

Module 1: Setting the Frame – Programme Objectives and Outcomes

- Programme overview and expectations
- Assessing current leadership and team alignment status
- Defining success outcomes for the programme

Module 2: Excellence Starts in the Mind

- The role of mindset in trust, relationships, and conflict
- Outcome-focused leadership thinking
- Understanding how mental focus influences team alignment

Module 3: Influence Through Values and Motivation Drivers

- Identifying and working with individual and team values
- Building foundational relationships through value alignment
- Understanding unconscious drivers of pain and gain
- Strengthening commitment and respect through values-based communication
- Deepening relationships by addressing inner drivers in daily conversations



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Day 2: Communication Mastery, Team Development and Behaviour Change

Module 4: Engaging the Sceptical Mind to Create Win-Win Outcomes

- Building buy-in while strengthening trust
- Pacing thinking styles using structured communication formulas
- Managing difficult conversations with respect and clarity
- Communicating sensitive messages while maintaining openness

Module 5: Team Development Stages and Organisational Performance

- Overview of team development stages and NLP perspectives
- Understanding the impact of each stage on performance and engagement
- Leadership strategies for elevating teams to higher performance levels
- Integrating new members effectively into existing teams

Module 6: Providing Empowering Feedback That Gets Accepted

- Why traditional feedback often fails
- Limitations of the feedback sandwich model
- Structuring feedback for acceptance, ownership, and growth

Module 7: Changing Behaviour Through Feedforward

- Differences between feedback and feedforward
- Traditional feedforward approaches
- Updated feedforward techniques to build a coaching culture

Module 8: Developing Action Plans for Sustainable Application

- Translating learning into immediate workplace action
- Embedding new leadership behaviours into daily routines
- Individual action plan development and commitment



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Trainer Portfolio: Mr. Andreas Dorn

HRDC Accredited Trainer | Certified NLP Trainer | Hypnotherapy & Behavioural Master Coach Trainer | Co-Founder & Master Trainer, Asia Mind Dynamics Sdn Bhd |

Andreas Dorn is an accomplished and results-driven Certified Trainer and Master Trainer of **Neuro-Linguistic Programming (NLP)**, **NLP Coaching**, **Hypnotherapy**, and the **Language and Behaviour Profile – Words That Change Minds**, as well as the creator of **CRAFTing Conversations® – Reframe Mastery**.

With over **20 years of professional training and coaching experience across Asia**, Andreas integrates neuroscience, behavioural science, and communication mastery to deliver transformative learning experiences. His work empowers leaders and professionals with the **clarity, confidence, and behavioural agility** needed to navigate complex organisational and leadership challenges.

Andreas has trained and coached leaders, professionals, and organisations in **Malaysia, Vietnam, Australia, Germany, and Cambodia**, combining global best practices with practical, real-world applications. His engaging, conversation-based facilitation style helps participants recognise limiting beliefs, reframe perspectives, and achieve measurable results.

Areas of Expertise

- Leadership & Belief-Driven Performance
- Advanced Communication & Influence
- Conversational Coaching & Reframing
- Sales Effectiveness & Client Motivation
- Building High-Trust, Psychologically Safe Teams
- Self-Leadership & Behavioural Change

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