

# Nevrolingvistično programiranje kot orodje samo-aktualizacije posameznika in odsev v avtopoietski organizaciji

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## Povzetek

**Raziskovalno vprašanje (RV):** Koncept samoaktualizacije osebnostne rasti predpostavlja, da je v vsakem človeku neka notranja moč, ki vodi posameznika k rasti, učenju, izpopolnjevanju, spreminjanju. Aktualizacijo človekovih potencialov omogočajo ustvarjalnost in rast, spoštovanje osebe tukaj in sedaj, poudarjanje »sebstva«, dajanje pomena izkušnji. S pomočjo orodij nevrolingvističnega programiranja poudarimo pot samoaktualizacije, kar pomeni pot pozitivnega razvoja samega sebe. NLP, kot model delovanja ponuja način razmišljanja o uporabi jezika uma, da lahko spodbuja lastne možgane, upravlja notranja stanja in dosledno dosega želene cilje. Razkriva različne pristope učenja, mišljenja in odličnosti delovanja. Kakšna je razlika med tistimi, ki so pri svojem delu dobri in kako modelirati tiste, ki so odlični. Človekovo samo - opazovanje je pot do samozavedanja. Človek se kot živ sistem spreminja v skladu s spodbudami iz okolja, vendar pa pod pogojem, da ohrani svojo samopodobo. Pomen principa »autopoiesis« v organizaciji doživljamo v vsakdanjem okolju, gre za »življenjsko polnost« nenehnega so-očanja človeka v sebi, v organizaciji in družbi. Avtopoietska organizacija, ki gradi samoaktualizacijo s pomočjo orodij nevrolingvističnega programiranja temelji na humanosti človeka, samozavedanju kot preobratu družbe in moralnem kapitalu.

**Namen:** Namen raziskave je ugotoviti princip samoupravljanja kot elementa avtopoietske organizacije na osnovi samoaktualizacije in osebne rasti z orodji nevrolingvističnega programiranja. Kot cilj raziskave bomo opredelili dejavnike nevrolingvističnega programiranja, ki vplivajo na samoaktualizacijo osebne rasti kot elementa avtopoietske organizacije.

**Metoda:** Cilje raziskave bomo dosegli s triangulacijo raziskave literature, ranga samoaktualizacije osebne rasti in kvantitativno raziskavo dejavnikov nevrolingvističnega programiranja, ki vplivajo na samoaktualizacijo osebne rasti kot elementa avtopoietske organizacije.

**Rezultati:** Rangi samoaktualizacije osebne rasti izkazujejo preferenco med orodji nevrolingvističnega programiranja. Kvantitativna raziskava poveže elemente avtopoietske organizacije z orodji nevrolingvističnega programiranja. Podajamo predlog za organizacijo principa avtopoietska organizacija pri samoaktualizaciji osebne rasti s pomočjo orodij nevrolingvističnega programiranja.

**Organizacija:** Za organizacijo je pomembna konkretna pojasnitev delovanja principa v smislu samoaktualizacije avtopoietske organizacije. Značilna je neprestana medsebojna dinamika, ki samo-obnavlja, se samo-razvija in je samo-učeča. Vpliva na upravljanje.

**Družba:** Ugotovitve iz raziskave spodbujajo posameznike k samo upravljanju in samoravnanju skladno s samoaktualizacijo osebne rasti.

**Originalnost:** Raziskani so izvirni pristopi o vplivu samoaktualizacije na samoupravljanje in soupravljanje v avtopoietski organizaciji.

**Omejitve/nadaljnje raziskovanje:** Glede na izvirnost raziskave je vredno opraviti raziskavo po isti metodi v širšem obsegu.

**Ključne besede:** avtopoietska organizacija 1, samoaktualizacija 2, nevrolingvistično programiranje 3, soupravljanje 4, kvantitativna raziskava 5, triangulacija 6, osebna rast 7, empirična raziskava 8.

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in organizacije na Ekonomski fakulteti v Ljubljani, vodja službe za tržne raziskave in razvoj kozmetike v tovarni Lek, direktorica sektorja za plan in analize pri podjetju ČGP Delo, sekretarka zbora združenega dela Skupščine Republike Slovenije, sekretarka Državnega sveta Republike Slovenije. Predava na Fakulteti za organizacijske študije Foš Novo mesto predmeta podjetništvo in karierno načrtovanje, na Višji šoli za upravljanje podeželja Grm Novo mesto predmet ekonomika in management podjetij, na Visoki šoli za upravljanje podeželja, Grm Novo mesto predmete: dopolnilne dejavnosti na podeželju, upravljanje prostora in ekonomika, je NLP praktik™, NLP mojster praktik™, NLP trener INLPTA™, NLP coach™, vodi certificirano šolo kariernega coachinga, avtorica knjige: KARIERNO NAČRTOVANJE- KAKO NAJDEŠ V SEBI SKRITI ZAKLAD, vrste strokovnih člankov in publikacij, mentorica študijskih krožkov.

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# Neuro-Linguistic Programming as Tool of Self-Actualisation of Individual and Reflection in the Autopoietic Organisation

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## Abstract

**Research Question (RQ):** The concept of self-actualisation of personal growth presumes each person has a kind of internal strength, which leads that individual to their growth, learning, improvement and change. The actualisation of a person's potential allows for creativity and growth, respecting the person here and now, emphasising the "self" and granting value to an experience. The tools of the neuro-linguistic programming highlight the path of self-actualisation, which leads to the path of positive development of themselves. The NLP, as a model of action, offers a way of thinking about the use of the language of the mind, which can encourage own brain, manage internal conditions and reach desired goals consistently: reveals various approaches to learning, thinking and the excellence of action. What is the difference between those, who are good at their work, and how to model those, who excel. A person's introspection is the path to self-awareness. As a live system the person is changing according to the stimulations of the environment under one condition – to maintain their self-image. We experience the meaning of the "autopoiesis" principle in an organisation in our everyday environments – it is a "fullness of life" of one constantly confronting the person within, in an organisation and in society. An autopoietic organisation, which builds self-actualisation with the tools of neuro-linguistic programming, is based on humanity, self-awareness as a transition of society and moral capital.

**Purpose:** The purpose of this research is determining the principle of self-management as an element of autopoietic organisation based of self-actualisation and personal growth with the tools of neuro-linguistic programming. The aim of this research is the interpretation of the factors of the neuro-linguistic programming, which influence the self-actualisation of personal growth as an element of autopoietic organisation.

**Method:** The goals of this research are reached with a triangulation of the research in the field of literature, the range of self-actualisation of personal growth and a quantitative research of the factors of neuro-linguistic programming, which influence the self-actualisation of personal growth as an element of autopoietic organisation.

**Results:** The range of self-actualisation of personal growth exhibits a preference of tools of neuro-linguistic programming. The quantitative research connects the elements of an autopoietic organisation with the tools of neuro-linguistic programming. We introduce a suggestion for the management of the autopoietic organisation principle for the self-actualisation of personal growth with the tools of neuro-linguistic programming.

**Organisation:** The organisation requires concrete explanation of the operation of the principle in the field of self-actualisation of an autopoietic organisation. The main characteristic is the reciprocal dynamics, which is self-renovating, self-developing and self-learning. It influences the management.

**Society:** The findings of the research encourage individuals to self-management and self-treatment according to the self-actualisation of personal growth.

**Originality:** The original approaches to the influence of self-actualisation on self-management and co-management in an autopoietic organisation are researched.

**Limitations/Further Research:** Due to the originality of the research we suggest a research of larger extent with the same methodology.

**Key words:** autopoietic organisation 1, self-actualisation 2, neuro-linguistic programming 3, co-management 4, quantitative research 5, triangulation 6, personal growth 7, empirical research 8.

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