



About 20-80 Training



20 – 80 Training offers short online training programmes designed to reduce challenges, and improve performance arising from 'people issues' at work. Drawing on over 25 years experience of sharing NLP and other practically useful approaches in management development and team facilitation, these programmes share models, approaches and techniques that can be used to assist workers, managers, teams and organisations to function and perform better.

Our approach is based on 2 main assumptions

1. Our psychology affects everything we do, but few of us are taught how to understand, and get the most from it. Learning more about our own and others psychology, and strategies for effectiveness, helps us to manage ourselves better, improve communication, reduce conflict, and enhance the way we behave and perform.
2. Individual and organisational performance is about more than just being clear about the task. If people are involved, then the human side of work - perceptions, feelings, morale, individual and group relationships can have a major effect on the way the job gets done. (for more on this, see the session about the Organisational Iceberg)

The 20 – 80 rule (or Pareto Principle) suggests that 20% of our effort generates 80% of benefit. So, in a busy world, rather than comprehensive content with lots of abstract background theory, 20 - 80 Training programmes contain useful models and practical 'how to' techniques found over many years experience to offer the 20% that gives the 80%. We have looked to distil 'the difference that makes a difference' from a wide range of topics including psychology, NLP (Neuro Linguistic Programming), Organisational Analysis, Management and Leadership training, Learning Theory and more.

The content is concisely delivered, in bite sized sessions, using everyday language and illustrations.