

The three phases at NVC-plus

Phase 1: The preparation

One can speak of 3 phases when introducing NVC-plus. First, you look at the existing system and the state of the team. Is everyone reasonably at peace with each other? If there is too much tension, then one will have to prepare the ground for NVC-plus first, because sufficient peace is essential. Does the team only want a short NVC-plus impulse, or are even the NVC-plus Elements, i.e. small tricks and tools of NVC-plus, enough? If in doubt, you can also just start and then you will see anyway what succeeds and what needs to be touched up. What is the level at which everyone can participate?

The preparation should end with a clear decision to try NVC-plus. After all, without a clear decision, everything remains vague and the necessary change of mindset is hard to imagine. However, this is not necessary with the NVC-plus Elements.

Phase 2: The introduction of NVC-plus in game mode

In this stage, one tries out NVC-plus or some NVC-plus Elements. The system is in play and experimentation mode. Gradually people realize how a NVC-plus team works and how they themselves act in such a team. One begins to see the togetherness in general with new eyes. More and more people become aware of their own vitality and their own goals.

Phase 3: The cultural change

Step by step the efficiency of NVC-plus proves itself in real everyday life. The team members think differently, feel differently and act differently. New skills become effective, the team is freer, more open and more committed. Through the forces of self-ordering, the togetherness and the team structure are adjusted. Weaknesses in concepts and projects appear more openly and can therefore be corrected. Personal strengths and inclinations show themselves and become effective. Creative innovations take place. NVC-plus proves itself in an unobtrusive way in everyday life.

Checklist

	Preparation	NVC-plus	Comments on practice
Phase 1	Is there enough peace in the system? Clarify conflicts (possibly with the classical NVC).	NVC-plus diagnosis, if you can. Joint decision on NVC-plus	Draw a line on the floor - one side for the old system, one for NVC-plus to try out.
Phase 2	View the website. Review the preparation cards and the 4-step circle. Possibly make a presentation about NVC-plus.	Laying out the 4-step circle on the floor and accompanying a sample process. Explaining one or the other tool if needed.	Recommend online courses "Easy Start" and "System & Mensch", install app, download free material from the store.
Phase 3	Have a first NVC-plus project selected by those who are further interested in NVC-plus in everyday life.	Come up with something for each field. In short regular sessions go through the 4 fields. Possibly develop small "rituals" for fields 1 and 3.	Eventually participate in the public videoconferences. Seek help at the hotspots. Experiment on your own.

What should you know in order to simply start with NVC-plus:

- ✓ The difference between a dominant, a functional and a caring system (preparation cards S1, S2, S2)
- ✓ The 4-step circle (Basic Cards B1, B2)
- ✓ The most important things to get off to a good start: (Tool cards T1.1, T2.1)
- ✓ Additional cards Z2, Z4