



What is NVC-plus?

NVC-plus is a method that makes it easy for people to come into productive synergy with each other. With the help of this method people work together at eye level and organize themselves in teams and subteams. What is special about NVC-plus is that no new team or work structure is proposed. Instead, NVC-plus supports teams in finding a suitable structure themselves. NVC-plus activates the inner forces of people and ties in with the natural principles of community. Therefore the application feels little technical and is discovered more than learned.

The parameters of NVC-plus

- ✓ self-controlling teams
- ✓ organic coexistence
- ✓ vital communities
- ✓ Encounters at eye level

The roots of NVC-plus

NVC-plus has a connection to the classical nonviolent communication (NVC) according to Dr. Marshall Rosenberg. Rosenberg has developed four steps that bring people into a good personal connection, beyond all ideas, opinions and ideologies. This method is very effective for personal disagreements and conflicts and has therefore spread worldwide. It is used in many professional contexts. But what the classical NVC lacked so far was a second process, with which one can organize and optimize the systems of the common cooperation "non-violently".

The development of NVC-plus

NVC-plus was developed in Germany by three NVC trainers and one communication developer. It was clear to them from the very beginning that in an increasingly complex and open world, communities and teams more and more want to get along without a real "boss" and therefore have to manage themselves. But how? Teams need a simple method to integrate and organize the different individual potentials and aspirations - without losing sight of the goal of the project and the enterprise.

The components of NVC-plus

The central element of NVC-plus is the Four-Step-Circle. With it, the process can succeed step-by-step and sustainably in the team or group. In addition, there are various tools and some additional elements for self-management that can be incorporated as required.