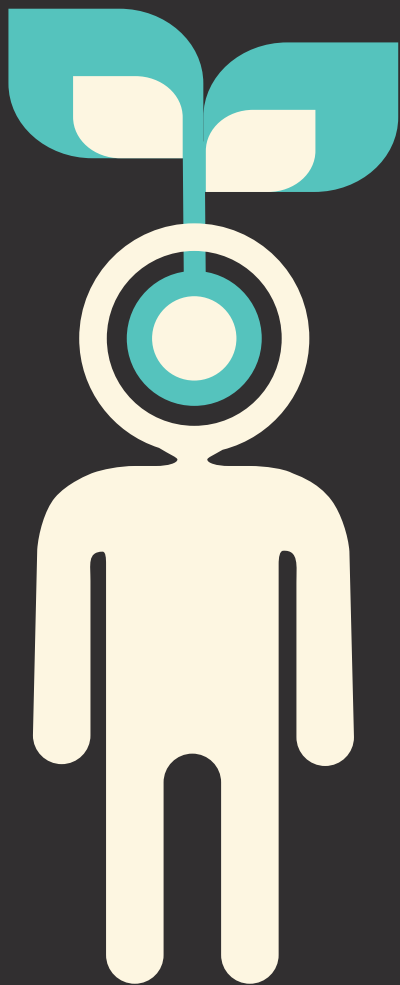


mind
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Mind Group
Development
Programs

Mind Group Development Programs

Organisations need professional development programs that work. Mind Group programs are developed by psychologists who are experienced in changing the thoughts and behaviours of leaders and professionals. We shift their thinking and approach to help them to achieve stronger outcomes.

Mind Group programs are 1-day **working sessions**. Our focus on real work and current organisational challenges ensures direct relevance for participants and immediate returns.

Our programs also adhere to psychological principles of behaviour change to achieve the best outcomes:

- **Cognition** - We grab attention and force rational thought
- **Affect** - Participants undergo experiences that develop their own desire to change
- **Behaviour** - Participants work on and gain feedback on their approach to real projects, issues or opportunities

All Mind Group programs are facilitated based on the following principles:

- Development must be for a specific purpose
- Participants must be active, engaged and stretched
- Content must be based on research and experiential foundations
- Real outcomes must be built from the program
- Participants must gain insights, tools and skills they can implement immediately

Mind Group's facilitators work with clients both before and after the program to ensure the program hits the mark and participants are set up to succeed.

Mind Group Development Programs

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Strategy Development Program

Business environments are constantly changing. To stay ahead, organisational strategy needs to be developed rapidly and implemented before opportunities are lost.

The principles behind effective strategy are relatively straightforward, however, gaining agreement from leaders on the way forward and ensuring timely action can be a perennial challenge.

At Mind Group we have assessed the strategies of hundreds of leaders, allowing us to develop an in-depth understanding of what makes a strategy great and where leaders make the most common errors.

We have developed and refined methods to ensure that your strategy is developed quickly, and the most prevalent organisational issues are avoided. Moreover we help you to create a strategy that is clear and compelling.

The program is a working session, building collective insight before making rapid progress on developing a shared understanding of the vision, goals, strategy and how it will be executed.

Who is the program suitable for?

- Executive teams
- Leadership teams
- Functional teams

Program Components

The **1-day** program is fully customisable and able to be tailored to the specific needs and challenges within your organisation. The following are key elements within the standard Strategy Development Program.

Pre-work

Participants are briefed to arrive prepared to contribute to the strategic direction of the organisation.

Structured interviews are conducted to uncover key points of alignment and conflicting views.

Units:

- Focus – Analysis, Alignment and Difference
- Vision and Purpose Clarity
- Structured Goal Development
- Strategy Development
- Execution (compressed or expanded version)
- Leading the Change



Key Benefits

- Working session – builds real strategy quickly
- Quickly cuts through organisational 'noise' and politics
- Clarifies direction
- Leverages the varied strengths across the group
- Builds team cohesion
- Design mindful of the needs of an experienced senior group

The Psychology of Influence

Having a great strategy, idea, product or service is useless without the ability to influence others to do it, use it or buy it. Influencing is a fundamental skill that sets apart the successful from the unsuccessful.

Mind Group's *Psychology of Influence* program has been developed by senior registered psychologists who have worked across industries and readily understand the application of psychological research within organisational settings.

The program uncovers *12 Tactics of Influence* and how to leverage them more effectively to enhance the groups' success with their chosen influence challenge.

The program provides valuable insight but also is highly experiential, helping participants to develop practical skills and strategy to change thoughts and behaviours within their own professional environment.

Who is the program suitable for?

- Leaders
- Sales professionals
- Anyone who wishes to enhance their influencing skills

Program Components

The program is fully customisable and can be tailored to the specific challenges within your organisation. The following are key elements within the standard Psychology of Influence program.

Pre-work

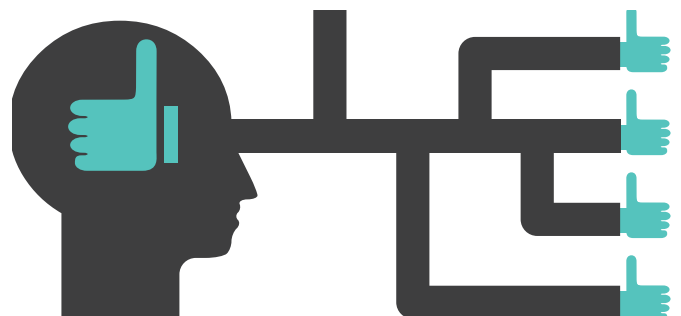
Participants prepare one or more specific influence challenge(s) they are keen to work on and practice across the workshop.

Units:

- Influence Challenge Analysis
- The *12 Tactics of Influence* (includes working application session for each)
- Influence Strategy
- Interpersonal Influence – practice and refinement
- Barrier Management

Key Benefits

- Heightened awareness of effective and ineffective influence tactics
- Individual influence strategies to take away
- Widens and strengthens influence skills
- Interpersonal skill development to manage influence barriers
- Builds confidence



Change Leadership

Anyone with leadership experience knows that leading change can be tough but also can be the most rewarding and exhilarating aspect of their role. Why do some leaders make a real difference and others hit so many frustrating brick walls?

Mind Group's *Change Leadership* program has been developed by senior registered psychologists who have both experience in leadership and significant organisational change.

The program centres on the 'human-side' of change along with fast-paced working sessions using simple tools and techniques to get change happening fast and with minimum risk.

Who is the program suitable for?

- Leaders
- Project managers

Program Components

The **1-day** program is fully customisable and can be tailored to the specific challenges within your organisation.

Pre-work

Participants prepare one or more specific change initiatives they are keen to work on and practice across the workshop.

Units:

- Change Challenges
- Change Management Fundamentals
- Leading and Communicating Change
- The Human Factor
- Change Leadership Toolkit
- Barrier Management
- Appreciative Inquiry Session
- Culture Change Fundamentals

Key Benefits

- Simple and practical leadership tools
- Working sessions develop real outcomes
- Interpersonal skill development to manage communication and barriers
- Builds change leadership confidence



Advanced Coaching

Effective coaching is a fundamental requirement in leadership; it motivates, develops and enables people to deliver great outcomes. Great coaching models are freely available, however the ability to truly coach is a deeper skill that can be much harder to develop.

This program is for experienced leaders and coaches who would like to further develop their coaching skills or are looking alternative ways to tackle recurring coaching challenges.

Programs are facilitated by registered psychologists and experienced executive coaches; skilled in achieving lasting behavioural change in professional environments.

Who is the program suitable for?

- Experienced leaders at all levels
- Professional coaches

Program Components

The **1-day** program is fully customisable and can be tailored to the specific challenges within your organisation.

Advanced coaching is a highly experiential/activity based experience. Participants will engage in focused skill training to really embed their application of the skills and knowledge.

Pre-work

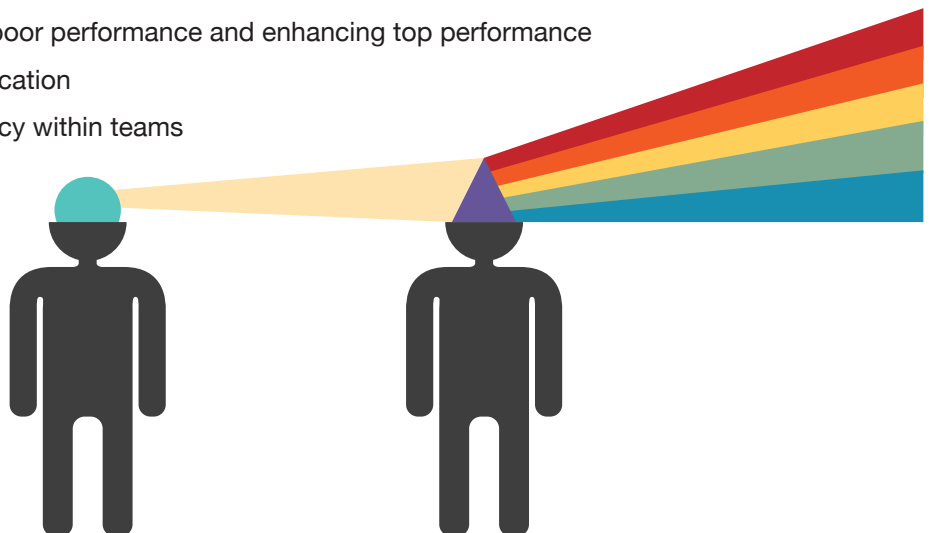
Participants prepare structured coaching challenges they are keen to work on and practice across the workshop.

Units:

- Coaching Challenges and Key Models
- The Coaching Mindset
- The Coaches Ear
- Goal Formation
- The Challenger Coach
- Solution Focused Coaching
- Playback
- Difficult Conversations

Key Benefits

- Provides deeper coaching insight and techniques
- Builds confidence and ability in coaching through practice and feedback
- Practice and discussion centred around real rather than hypothetical challenges
- Builds confidence in addressing poor performance and enhancing top performance
- Enhances interpersonal communication
- Embeds a culture of self-sufficiency within teams



Presentation and Impact

Impactful communication is tough, but it is also critical for most leaders and professionals to succeed. Despite its importance, most of us have been subjected to presentations and communications that not only fail to capture our attention but range from the monotonous to the actively repellent.

Having seen how badly it can go, public speaking can become something people fear and avoid; the potential for failure, rejection and criticism are real. On the flip side, the opportunities for impactful communicators are significant; it is often the best presented idea which gains support, regardless of its logical merits.

Mind Group's presentation and impact program is developed and delivered by registered psychologists with specific expertise in the requirements for impactful communication. In addition to preparation, structure, format and delivery they will provide feedback and insights regarding style and approach that will move a piece of communication to an experience that changes the audience.

Who is the session suitable for?

- Leaders
- Sales professionals
- Anyone who needs to enhance their communication skills

Program Components

The **1-day** program is fully customisable and is tailored to the specific needs of the group. The following are key elements within the standard program.

Pre-work

Participants prepare one piece of verbal communication (e.g. presentation) to work on and practice across the workshop.

Units:

- Demanding Attention
- Your Real Message
- Round 1
- Structure and Impact
- Round 2
- Horror Audiences
- Round 3
- Actions and Commitments

Key Benefits

- Practical tools and techniques to increase communication impact
- Communication structures
- Real presentations and skills developed throughout the session
- Improved ability to influence
- Heightened confidence



Innovation

Without conscious effort and appropriate stimuli, people are typically not innovative. Ideas are suppressed by our education system and by risk-averse cultures within organisations; innovation becomes the domain of the eccentric, the brave and the foolhardy.

Most Australian professionals and leaders will default to the same approaches with only marginal cosmetic change. In many instances this is a 'safe' strategy, yet with the current rate of change it is often only a matter of time before this approach leads to organisational failure.

Innovation isn't just about stimulating great ideas; around 80% of new ventures fail in the first 18 months. Successful innovation is about the *right ideas* executed in the *right way*.

Mind Group's Innovation program has been developed by senior registered psychologists based upon research into the conditions and mindsets most likely to bring about creative ideas. Ideas are developed and then undergo processes to 'pressure-test' their viability before building structured implementation plans.

Who is the session suitable for?

- Leaders and managers
- All employees

Program Components

The **1-day** program is fully customisable and can be tailored to the specific challenges within your organisation. The following are key elements within the standard Innovation program.

Pre-work

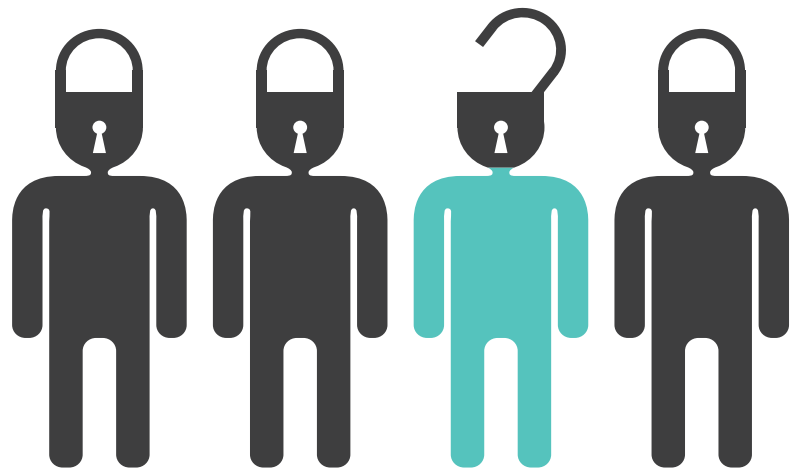
Participants prepare one or more specific innovation challenge(s) they are keen to work on and practice across the workshop.

Units:

- The Psychology of Innovation
- Idea Generation
- Idea Selection
- Why do ideas fail?
- Pressure Testing Ideas
- Execution planning
- Selling your Idea

Key Benefits

- Practical tools and techniques to increase innovative thinking
- Structured approaches to assess ideas
- Structured approaches to implement ideas
- Real ideas developed throughout the session
- Improved ability to pitch ideas



Offsite Facilitation

Leadership team 'planning days' or 'offsites' can be the point in time when a leadership team changes course to safely navigate stormy waters and reach more bountiful lands.

Most seasoned professionals will also know that shutting a group of leaders in a room for a day can result in a painful 'talkfest' characterised by uninspiring PowerPoint presentations and confident individuals competing for airtime on their own personal agenda.

Given the amount at stake and the cost to have an organisation's leaders in a room for a day, it is vital that their time together is positive and productive. They need to leave with clarity of direction and a passion for collective goals. They should also have clear actions and insights that stimulate and guide them to lead effectively.

Mind Group's facilitators have over 10 years of experience in successfully running leadership team offsites at the most senior levels across industries from SMEs through to ASX top 100 organisations.

What groups do we run offsites for?

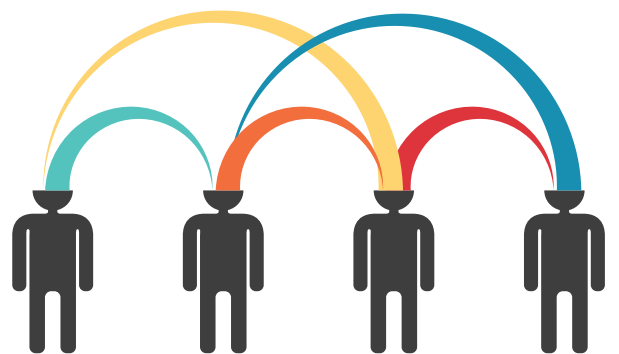
- Executive teams
- Leadership teams
- Functional teams
- Boards

What do we do?

1. We listen and we tailor all offsites according to each client
2. We guide our clients to achieve the most productive outcomes
3. We reverse-engineer a design based upon desired outcomes from the time invested
4. We ensure the leader leads, and all other participants have active involvement
5. We structure programs to stay engaging and productive
6. We constructively manage differences and potential lines of conflict
7. We maintain a strong focus on action 'post offsite'

Key elements often requested by clients:

- *Achieve clarity on vision, priorities and goals*
- *Develop a cohesive strategy and manage risk*
- *Structure a clear implementation roadmap*
- *Manage real or perceived conflict across the group*
- *Stimulate change in thinking and approach*
- *Drive 'step-change' in business performance*



Why choose Mind Group Facilitators?

- We understand the inherent risks of an offsite and how to tackle them
- We've done this many times before and are happy to provide client references
- We bring out the talent within the team
- We encourage you to meet the recommended facilitator before you engage our services

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