

High Performance Mindset at Work

Leadership and Management Training



The Bernard Group offers customised high performance mindset training for leaders and managers.

Our high performance mindset leadership and management programs lead to growth in participants' capacity to cultivate a high performance culture in teams and individuals. They perform at higher levels in leading 'high performing' teams and dealing effectively with challenge and change. Also, through developmental conversations with direct reports, participants acquire the skillset needed to transform the mindset of teams they lead and individuals they manage.

- + Training groups have between 10 and 20 participants.
- + Participants receive the 100 page High Performance Mindset at Work Handbook.
- + These workshops can be offered over one or two consecutive days or weekly across a more extended time period.

Customisation of High Performance Leadership and Management Training

The High Performance Mindset at Work (HPMW) program is customised around the roles, responsibilities, job requirements, leadership/management behaviours and tough work situations experienced by an organisation's leaders and managers.

Content of High Performance Leadership and Management Training

- + High performance organisational framework:
From vision, mission, culture and strategy to high performance
- + What does latest research reveal about the differences between higher and lower performing organisations?
- + Indicators of high performing organisations and how they can be measured
- + Capital of high performing organisations
 - » High performance skillsets for leading teams and managing people
 - » Mindset of high performance. Why people excel at work
 - » High performance conversations (teams, individuals)

Specific Benefits

Leaders and Managers will:

- + Gain greater awareness of the characteristics of high performing organisations, leaders, managers and teams
- + Acquire common language to discuss high performance
- + Develop a range of 'high impact' leadership and management behaviours when leading teams and managing individuals
- + Break 'old habits' and display greater capacity to deal with change and agility
- + Be prepared to receive and give performance-based feedback at team and individual meetings as well as in informal conversations

For more information contact:

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- + Demonstrate less stress and greater effectiveness in dealing with challenging work situations including interacting with difficult people
- + Strengthen elements of a high performance mindset including:
 - » High performance work beliefs (e.g., self-direction, optimism, high frustration tolerance, respect, support, feedback, self-acceptance/self-regard, authenticity, positive focus)
 - » Behavioural strengths (e.g., confidence, persistence, self-management)
 - » Overcome common, internal 'blockers' to high performance (e.g., procrastination, anxiety)
- + Display greater self-awareness, confidence, calmness under pressure and effectiveness/productivity

An additional benefit is that as a result of the implementation of the high performance leadership and training program, a culture of high performance will become embedded in a variety of practices and workplace behaviours that will become the norm of leaders, managers and team members.

Contact

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