

# High Performance Mindset at Work

## Transforming Mindsets of Teams and Individuals (for Leaders/Managers)



Interested in how your leaders and managers can strengthen the mindset of others (team members, direct reports)?

This half or full-day professional development workshop is designed to enhance skills of leaders and managers in conducting 'developmental' conversations with teams and individuals.

Participants will receive *A Guide to High Performance Conversations. How Leadership and Management Strengthen Mindset, Skillset and Outcomes of Teams and Individuals* written by Michael E. Bernard.



## Background

High performing teams and individuals can be developed through conversations leaders have with teams and individuals. It is the case across job sectors that most employees (leaders, managers, employees) expect and welcome feedback and advice from their leader concerning how to overcome difficulty and to be successful, It is also the case that leader-initiated conversations with teams and individuals focused on workplace performance are infrequent and not as effective as they could be.

## Content

In this skill-based workshop, the following five types of conversations are addressed that leaders and managers can use:

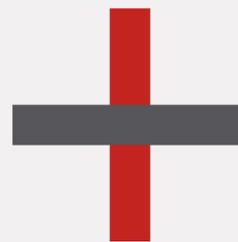
1. Conversations that focus attention on benefits of high performance; what high, average and sub-standard performance look like for specific tasks being engaged in by teams and individuals
2. Conversations about how high performance mindsets of individuals contribute to high performance
3. Conversations that introduce to team members the range of positive team behaviours that contribute to high performing teams
4. Conversations about team's enactment of organisational values; opportunities for individuals to be more effective in enacting values in his/her behaviour
5. Conversations using GROW coaching model concerning ways individuals calmly and effectively respond to challenging work situations and people

For more information contact:



### The Bernard Group

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## Focus

The purpose of this workshop is to increase the range, frequency and effectiveness of developmental conversations that leaders and managers have with teams and individuals concerning high workplace performance (productivity, teamwork-relationships, well-being).

## Benefits

- + More frequent and effective high performance conversations with teams and individuals
- + Strengthening of mindset of team members and individuals
- + High performing teams
- + High performing individuals
- + Shift in organisational culture to high performance

## Contact

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