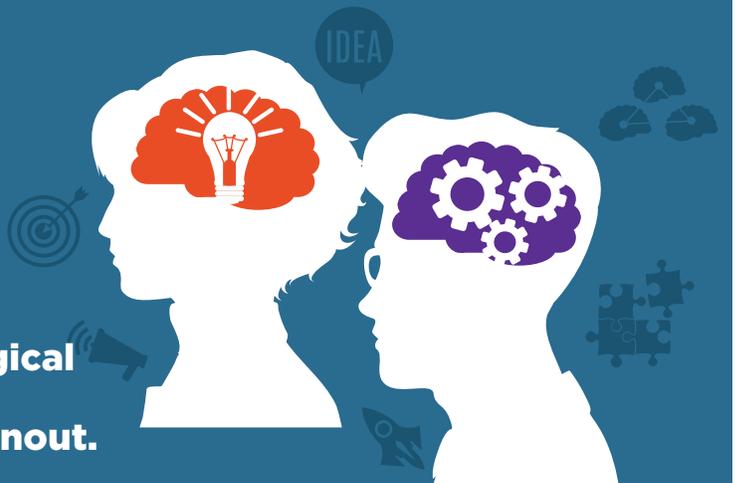


# Developing a Leadership Mindset

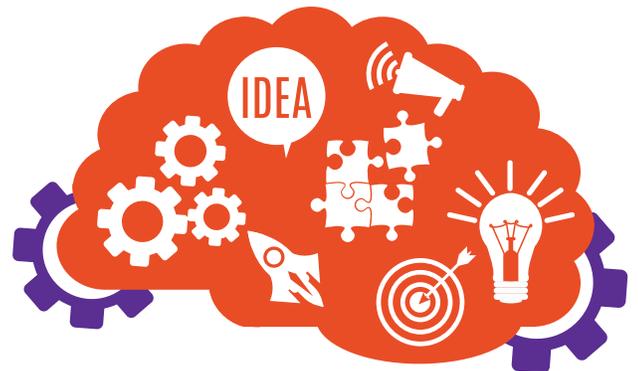
The critical foundation for psychological safety, effective communication, navigating change, and avoiding burnout.



**Leadership is a *behavior*, not a title or role.**

## Your mindset is critical to behaving like a leader and achieving success.

Leadership is about becoming the best version of yourself so you can maximize your positive impact on the world. Most of us know what we should be doing to communicate more effectively with our colleagues and customers, so why don't we just do it? What is it that sometimes keeps us from showing up as a leader - from bringing our best selves to work...and home each day? Psychological safety and a Leadership Mindset form a critical foundation for effective communication, navigating change, and avoiding burnout.



## Creating the conditions for **EVERYONE** to show up as a leader.

Future-proofing your workplace requires that **EVERYONE** shows up as a leader. This starts with enhancing self-awareness - knowing when your thinking is and is not serving you well, how that impacts relationships and effectiveness, and then building the muscle to intentionally show up as the best version of you. That awareness can then be channeled into improving communication, re-framing conflict as a call to creativity, and aligning around a shared vision for your workplace culture and guiding principles that allow everyone to thrive.



**When you develop and equip everyone in your organization to think and behave like a leader, the results are improved engagement, customer experience, and a high-performing organization.**

## Program Overview

- Delivered to in-tact work teams via interactive workshops (~2 hours in length)
- Workshops are conducted at 3-4 week intervals
- Each workshop builds on a previous session
- Practical application exercises between sessions to enhance development
- Post-program reinforcement communication, manager's summary and checklist to foster sustainability
- Customized to your group needs

## Outcomes

- Improved self-awareness
- Increased psychological safety (*measured via pre-post assessment*)
- Improved team communication & conflict resolution
- Greater alignment to the organization's purpose and vision

## Session Descriptions

### SESSION

#### 1 Enhancing Self-Awareness

Session 1 is designed as a foundational session and focused on self-awareness so people can own who they are being in any interaction and be more aware of when their thinking is and isn't serving them well.

### SESSION

#### 2 Understanding the Thinking Behind Our Choices

In Session 2, we look at patterns of thinking that guide our choices. The goal is to further self-awareness so individuals and the team can leverage their strengths and manage frustrations.

### SESSION

#### 3 Improving Team Dynamics via Building Effective Thinking

Session 3 moves from self-awareness to how to leverage an Outward Mindset to make better choices communicate more effectively, and increase the likelihood that they can bring the best versions of themselves into every interaction.

### SESSION

#### 4 Reframing Conflict & Leveraging it to Strengthen Relationships

Session 4 leverages the value of Radical Candor and helps reframe conflict as a productive call to creativity so that two parties to both have their needs met.

### SESSION

#### 5 Clarifying Our WHY & Defining Our Desired Culture

Session 5 asks teams to collectively vision their desired team workplace culture and determine key action steps and priorities that will support them in bringing their best selves to work and home each day.

### SESSION

#### 6 Living Into Our WHY & Desired Workplace Culture

Session 6 focuses on creating a culture of accountability for embodying the Organization's WHY and core values and living the WHY and desired culture on a daily basis.

This program is designed to be most effective when conducted in parallel with our *Building a Cohesive Leadership Team* program so a common language and way of being can be operationalized throughout your organization.



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**Learn more about developing a leadership mindset and the impact it can have.**  
**Call us today at 877-373-6850**  
**or visit: [SalveoPartners.com](https://SalveoPartners.com)**