

High Performance Mindset at Work Training Programs



The Bernard Group offers a variety of L&D programs that strengthen the mindset needed for high performance.

HPMW programs have been developed by Professor, Michael E. Bernard, University of Melbourne and an Emeritus Professor, California State University, Long Beach. They are highly effective and research-based, 'best practice' based on international research in positive psychology, positive organisational behavior, leadership, neuro-science, cognitive-behavioural science and latest principles of adult-education.

All programs are tailored to meet the current context of an organisation including job expectations and demands of participants, their role responsibilities and specific challenging work situations being faced.

Workshops and normally half or full-day sessions and can be tailored to meet availability of participants.

1. Executive C-Suite

Delivery

Workshops led by high performance facilitator

Features

- » High performance mindset executive training
- » Strengthening of 'high impact' executive behaviour
- » 7 indicators of high performing workplaces
- » New strategies for improving team and organisational performance
- » Building a high performance organisational culture

Benefits

- + Strengthening high performance workplace culture
- + Formulation of targets for improvements in leadership behaviour
- + Identification and overcoming barriers to high performance
- + Harness power of executives to influence the mindset of people in the organisation
- + Increased in executive's ability to lead others
- + Increased self-efficacy, resilience, getting along and positivity

2. HPMW Leadership and Management Training

Delivery

Workshops led by high performance facilitator

Features

- » High performance mindset training
- » Participants receive **High Performance Mindset Handbook**
- » Participants receive **Guide to High Performance Developmental Conversations**
- » Need analysis of employees' tough situations
- » Research-based 'high impact' leadership practices
- » Applications to workplace

Benefits

- + Strengthening of elements of mindset of high performance
- + Growth of capability
- + Increase in 'high impact' behaviour for leading teams
- + Increase in 'high impact' behaviour for managing others
- + Greater effectiveness in dealing with challenging situations

3. HPMW Employee Talent Management

Delivery

Workshops led by high performance facilitator and/or E-learning + webinars

Features

- » Orientation to mindset needed for high performance
- » Participants receive *High Performance Mindset Handbook*
- » Survey and feedback on strengths and growth opportunities
- » Applications of high performance mindset to tough situations and challenging work behaviour

Benefits

- + Strengthening of high performance mindset
- + Overcoming internal work performance blockers
- + Greater self-direction and personal responsibility
- + Increased effectiveness in challenging work situations
- + Increase in engaging with organisational values
- + Greater effectiveness in 'high impact' workplace behaviour
- + Increase in self-awareness, positivity and self-belief
- + Leader, managers and team members committed to excellence
- + Noticeable, significant behavioural changes in leadership and management behaviour

4. HPMW E-Learning

*The High Performance Mindset at Work E-learning course can be licensed by an organisation and made available to some or all employees

Delivery

Engagement at any time and place with on-line, course can be combined with regular webinars

Features

- » Six 30 – 45 on-line modules (30-60 mins. to complete)
- » Interactive, on-line workbook
- » Extensive array of engaging activities
- » On-line surveys with personalised profile
- » Applications to workplace

Benefits

- + Awareness of what it takes to succeed, manage stress and develop relationships
- + Strengthening of high performance mindset
- + Greater self-direction and personal responsibility
- + Increased self-awareness, calmness, positivity, confidence
- + Application of mindset to perform more effectively

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

Delivery

Workshops led by high performance facilitator

Features

- » Participants receive *Guide to High Performance Developmental Conversations*
- » How to strengthen mindset of others
- » Role-play, skill training
- » 'High impact' behaviour for leading teams
- » 'High impact' behaviour for managing individuals

Benefits

- + More frequent high performance conversations with teams and individuals
- + Strengthening of mindset of team members and individuals
- + Leaders, managers and team members committed to excellence
- + Noticeable, significant behavioural change of entire team
- + Teams and individuals who routinely 'over-perform'
- + Teams that are relentless in pursuit of break-through results

6. World-Class Sales People. The Mindset to Excel

Delivery

Workshops led by high performance facilitator

Features

- » Latest research on 'high impact' selling
- » High performance 'sales' mindset
- » Dealing with challenging sales situations
- » High Performance Mindset Sales Handbook

Benefits

- + Strengthening of high performance 'sales' mindset
- + Greater capacity to manage pressures of sales (e.g., handling rejection, slow sales cycles)
- + Greater effectiveness in engaging in high impact selling behaviour (e.g., listening, collaboration)
- + Increase in positivity, self-belief and perseverance
- + Increase in profitability (KPIs)
- + Noticeable, significant attitude and behavioural change
- + Individuals who routinely out-perform their competition
- + Relentless in pursuit of break-through results

7. Sales Managers Who Excel

Delivery

Workshops led by high performance facilitator

Features

- » Mindset needed to excel at managing a sale's team
- » Developmental conversations to transform mindset of teams and individuals
- » Dealing with challenging situations and people
- » Overcoming 'internal' blockers
- » Putting brains 'Executive' into gear
- » Skill development, roles play
- » Participants receive guide *Sales Managers Who Excel. Mindset Matters Most*

Benefits

- + Sales leaders, managers and team members committed to excellence
- + Noticeable, significant behavioural change of entire sales team
- + Sales teams and individuals who routinely out-perform their competition
- + A sales team that is relentless in pursuit of break-through results

8. Resilience

Delivery

Workshops led by high performance facilitator

Features

- » What is 'resilience'
- » ABCs of self-management
- » Need analysis of tough situations
- » The resilient mindset
- » Skill training
- » Applications to workplace

Benefits

- + Strengthening of resilient mindset to cope
- + Increased self-management and calmness
- + Greater effectiveness in tough situations
- + Greater positivity and self-belief
- + Less job stress



The Bernard Group

PO Box 405
East Melbourne VIC 8002
Australia
ABN 18 610 825 410

Contact

Tel: +61 3 9415 8327
Fax: + 61 3 9419 5993
Email: enquiries@workmindset.com.au
workmindset.com.au