

REWIRING THE WAY HUMANS

# think, behave & lead



# Leading humans

## NeuroPERFORMANCE

*High performance collaboration for high performing teams*

Did you know?

Employees in a 'growth mindset' company are

- 47% likelier to say that their colleagues are trustworthy
- 34% likelier to feel a strong sense of ownership and commitment to the company, and
- 49% likelier to say that the company fosters innovation.
- Millennials want feedback but won't ask for it
- It is possible to have a performance feedback system that inspires individuals to greater performance

For so long now our organisations have battled fixed mindsets, ineffective feedback and have been bogged down by ineffective conversations that don't hit the mark. It's time to change that.

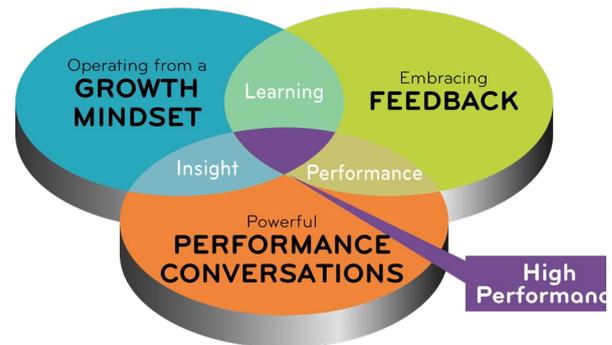


**Changing belief systems changes behavior which changes performance**

*Michelle Loch*

Who is this program for?

This program is designed for team leaders, or for teams looking to improve their individual and collective performance and learn to collaborate as one team.



Program Outcomes

Use a brain-based (evidence-based) approach to achieving the following:

- Operating from a growth mindset
- Embracing feedback
- Engaging in High Performance Conversations

Teams will learn how to have useful conversations, how to work together more effectively and will build a deeper level of trust and accountability.



**Program modules**

**Module 1 – Operating from a Growth Mindset**

Learning Outcomes

- Identify if people are operating from a fixed v growth mindset
- Develop and use growth mindset language
- Apply practical strategies for moving from a fixed to a growth mindset

Your people need this if they are:

- Risk adverse and operating from comfort zone
- Not performing
- Stuck in old ways of doing things
- Too much focus on the past and what isn't working
- Problem highlighters rather problem solvers

**Module 2 – Embracing Feedback**

Learning Outcomes

- Give feedback that minimises threat in others
- Receive feedback in a way to reduce their own threat response
- Ask for feedback to ensure you get the feedback you need
- Apply the 2 critical strategies for great feedback - soliciting and ideas

Your people need this if they are:

- Not engaging in feedback that is useful
- Hearing feedback for the first time in their performance review
- Avoiding giving truthful feedback
- Wasting time and energy on feedback that is not useful
- Avoiding giving or receiving feedback

**Module 3 – A Coaching Approach to Performance Conversations**

Learning Outcomes

- Apply a coaching approach to conversations
- Improve the quality of thinking through powerful questions
- Shift the responsibility for problems from themselves consultant for problems
- Stop being a problem solver and start being a
- Influence behaviour change in others
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Your people need this if you want them to:

- Improve the quality of thinking in a conversation by using asking rather than telling
- Asking quality questions that lead to changes in behaviour
- For people to develop high performance, it is about better quality thinking and insight.
- A coaching approach helps people think
- Save time and energy wasted on ineffective conversations

**Flexible delivery**

- How you decide to engage with the NeuroPERFORMANCE program is based on whether you are looking for
  - AWARENESS – people will look at the world a bit differently
  - COMPETENCY – people will seek to change their behavior
  - MASTERY – new concepts have become habits
- The full program consists of either 3 x 1 day programs or 12 webinars with in-between activities and tasks to complete.
- Teams might like to tackle one concept at a time i.e., complete 4 webinars or a half or full day on Module 1 - Growth Mindset, and then have a break before embarking on Module 2 – Embracing Feedback
- Each module can be delivered as an individual masterclass.

**Feedback brings a growth mindset alive**

**Program inclusions**

- Pre- and Post- session activities
- Leading Humans workbook
- Session tasks, projects and activities to embed the learning and concepts
- Job aids
- Access to recommended readings, videos and other stimulus material

**About Leading Humans**

**Rewiring the way humans, lead, think and behave**

We are an internationally recognized coaching, mentoring and leadership development company, founded by Michelle Loch

We use practical neuroscience to improve leadership performance and are passionate about creating leading humans who are masterful at leading humans!

We value and actively pursue:

- Mastery and quality
- Human-centered, evidence-based approach
- Layering and leveraging
- Co-creation in partnerships
- Individuals and organisations that value and invest in their people