

IN-PERSON FACILITATED SESSION

DEVELOPING AN
**OUTWARD
MINDSET**

OVERVIEW

Improving mission performance, command climate, and employee retention require a transformation in organizational culture. Such a transformation often involves the introduction of new programs, policies, procedures, reporting relationships, and organizational structures. As helpful as such changes may be, they do not directly address the underlying factors that will allow for the true development of an organization's leaders and transformation of an organization's culture.

In addition, these steps—if imposed and not invited—can create more of the resistance such measures aim to overcome. This resistance is the primary reason change initiatives fail to produce the desired results. In this workshop, participants learn the difference between an Inward Mindset (a myopic focus on personal objectives) and an Outward Mindset (taking into account their impact on others), and begin to see the extent to which they have been operating and leading from an Inward Mindset. With an understanding

of the negative effects of an Inward Mindset, this discovery awakens within participants a desire to adopt an Outward Mindset approach in their work.

The collective application of an outward mindset with individuals throughout the organization enables breakthrough results. Organizations which make this fundamental shift experience substantial and sustainable improvements in key areas such as leadership development, team effectiveness, customer satisfaction, change management, collaboration, and conflict resolution.

WORKSHOP FORMAT

This session is an interactive, one-day course. Key concepts are taught through discussions led by an Arbinger-certified facilitator, and the course is punctuated by videos, individual and group exercises and one-on-one sharing.

Both of Arbinger's International Bestselling books, *Leadership and Self-Deception* and *The Outward Mindset* are also included with material packets.

KEY OBJECTIVES

Arbinger's Developing an Outward Mindset workshop equips participants with a set of self-awareness tools and mindset change tools that enable participants to:

- Deeply understand the two underlying mindsets and their implications on results
- Learn to honestly assess—on an ongoing basis—the extent to which they are working with an inward mindset
- Learn to work in a way that is more collaborative, fulfilling and effective
- Positively influence others to change

INCLUDED MATERIALS

Materials for participants include the 1 Day Handbook, and Arbingers bestselling and Arbingers bestselling books, *Leadership and Self-Deception* and *The Outward Mindset*.



DAY 1 AGENDA

Section
WHY MINDSET MATTERS
THE TWO MINDSETS
HOW WE TURN INWARD
Self-Awareness Tool: Self-Betrayal
Self-Awareness Tool: Inward Styles
Self-Awareness Tool: Collusion
HOW WE TURN OUTWARD
Mindset-Change Tool: Influence Pyramid
Mindset-Change Tool: Outward Mindset Pattern
ARBINGER PRINCIPLES

Note: This Day 1 program is weighted more heavily on learning the concepts.

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