



TWO DAYS INTERACTIVE WORKSHOP

MINDSET CHANGE - THE KEY TO A SUCCESSFUL TALENT MANAGEMENT AND ORGANIZATION TRANSFORMATION

INTRODUCTION

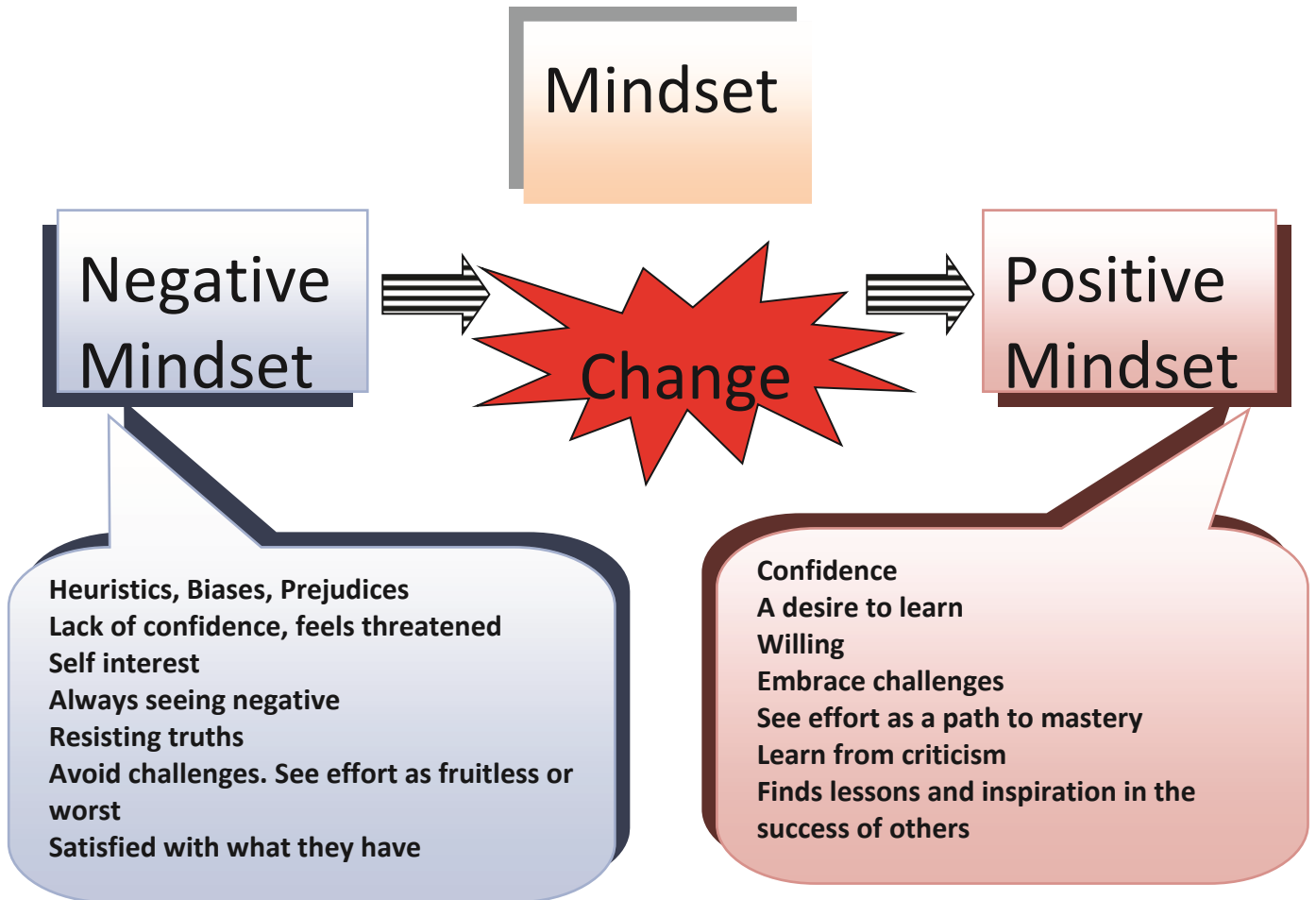
The single most important driver of business success is people. Great, talented people who will help you take your business where you want and need it to go.

As market conditions continue to evolve and companies quickly change business objectives, organizations need the right blend of critical skills. Managers of successful companies are at the forefront of job re-engineering. They will need better and faster methods to assess and match jobs with business talent to succeed in an economy of continuous change. However, companies cannot afford to change their talent pool each time a change occurs. They have to manage their existing talent and take extra effort to change their behaviours, work attitudes and skills. The biggest challenge is the mixed mindset of the people in the company and their refusal to change to accommodate the changing business environment.

Shifting mindset is often at the heart of moving the business forward. Mindset reflects the way people – both as individuals and groups – think and react to new and evolving situations. To move a business in a new direction, the desired mindset would be selected in eagerness to implement new ways and a willingness to move in new, uncharted directions. An entrenched mindset is often locked in to the current mental approach and past experiences. The biggest problem facing companies that want to transform their business is how to get people to get out of their entrenched mindset. They are set in their ways. They cannot embrace change. They are reluctant to move from their comfort zone and they continue work in the way they have been used to. Change and transformation can only succeed if people can change their mindset and embrace new ways of working.

This course provides steps and guidance on what an organization can do to change the mindset of their talent pool so that they can respond positively to the changes and challenges facing the organization. It will also provide guidance on how to successfully implement change and transformation in an organization by changing both the mindsets of the organization and its people

PROGRAMME CONTENT



The programme covers the following :

- Understanding the characteristics of mindset.
- Mental models and heuristics.
- Fixed and Growth mindsets.
- Applying tools and processes to shift mindset from negative to positive.
- Evaluating behaviour rather than attitude.
- The Truth about Ability and Accomplishment – the mindset of an Achiever.
- Changing mindsets to implement successful change and transformation
- Why leading transformation successfully requires a shift of leadership mindset.
- Changing mindset to implement new ways of working and improve productivity.
- Tools and processes to deal with mixed mindsets and how to evaluate performance.