

“We strengthen the mindset needed for high performance.”

We offer a variety of one and two-day **High Performance Mindset at Work** (HPMW) programs and on-line, blended E-learning HPMW courses.

Workshops and courses are tailored to meet the needs and demands of leaders, managers and employees. Over the years, our programs have been offered to different job sectors including finance, retail, hospitality, telecommunications, IT, education, health and sport. HPMW training has been developed by **Professor Michael E. Bernard**, Melbourne Graduate School of Education, University of Melbourne. HPMW training is based on principles of neuro-science, positive psychology, social and emotional learning and cognitive-behavioural re-structuring. Our educational programs are uniquely designed to help people to make fundamental changes in the way they think, feel and behave at work leading to sustainable changes in the way their brain operates.

Many programs focus on parts of what we offer (EQ, behaviour training, resilience, confidence building). However, we have a cohesive framework that pulls all elements of a high performance mindset together. Our clear framework grants people the awareness to identify areas of strength and opportunities for growth. It then identifies actions they can take to achieve work goals, maximise relationships and experience well-being.

Evaluations of the **High Performance Mindset at Work** training programs consistently reveal that over 90% of those attending strengthen elements of their high performance mindset that result in:

- + Greater self-awareness
- + Positivity
- + Calmness
- + Confidence in tough situations
- + 'High impact' leadership and team behaviour
- + Organisational values in action

In terms of high performance indicators, participants demonstrate increased:

- + Productivity
- + Innovation
- + Leadership
- + Teamwork-relationships
- + Customer-centeredness





Participants have their say about the impact of our program on mindset and work performance.

Leadership

“That my mindset has a direct correlation to the work that is done. That I have the capacity to change my mindset.”

“My responses are my choice and my responsibility. The Mindset Framework is a tool for life, and I will be referring to it and sharing it with colleagues to develop resilience.”

“I am practicing the beliefs of self-direction, high frustration tolerance, and optimism. I keep the ‘architecture’ of mindset available visually and use self-talk to action the beliefs needed in many situations at work, not just tough ones.”

“I am listening more actively to what staff are saying. This helps me to respond to what the person wants without jumping in with a response. I am setting goals, both short and long term. I am more accepting of others and know things will get better. I received some feedback recently and was able to put this into perspective and reflect.”

“The self-paced e learning modules with downloadable chapter were excellent and I gained so much from these. I was surprised by the impact of the case studies on my thinking and self belief. The blockers module was super helpful.”

Management

“Put into practice the learning, strategies and models. Practice makes progress – commit to personal action plan.”

“Very interactive course – good opportunities to share and consolidate learning.”

“I now have the mindset I need to have the difficult conversations about sub-standard performance.”

“The High Performance Mindset provides an excellent opportunity for structured self-reflection.”

“Strengthened my understanding of others and increased my empathy, support, feedback and acceptance of others.”

Employee

“The course has shown me how my mental outlook is linked to my work outcomes – regardless of what my challenges are, it is how I perceive them and my outlook towards them that will determine how I solve them. I have made attempts, some more successful than others, to improve my productivity at work. I have also become more aware of the challenges of my colleagues.”

“Making sure I remain persistent on all tasks I take on. Even in tough situations, I use persistence to overcome any obstacles.”

Increased consideration of others. Improved frustration tolerance. More confidence in completing new tasks. More time spent building relationships. Less stress when responding to work situations that are challenging.

“Less afraid of failure/needing to impress (self-acceptance, confidence). Catastrophe Scale – can leave work less bogged down by performance blockers. Choosing when to voice my opinion and confidence to speak at meetings out of my comfort zone. Quicker to reduce my frustration. Using my ‘getting along’ to build contacts and networks.”

“Noticing my self-talk and emotions. And being able to monitor and adjust them.”

“The activity (HPMW program) has been positive for our team. It’s given a collective point of reference. Getting along and confidence of team members to speak and share.”

If you are someone who is convinced that mindset is key in taking people and organisations from good to great, this is our value proposition.

If you are looking for a talent management program to strengthen leader, manager and employee mindset and social-emotional capacity that impacts work performance, this is what our program delivers.

If you are looking for a learning and development program that is customised to meet the specific needs of your organisation so that everyone is on the same page and speaks the same language that is what we do.

If you like the sound of what participants say about what we do, please contact us as follows.

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