

FOSTERING a GROWTH MINDSET FOR LEADERS

AUDIENCE

- F Front-Line Leaders
- L Leaders of Leaders
- L

FORMATS

In-Person

4.5 hrs

Virtual

2 hrs. X 2 sessions

“You must have a level of discontent to feel the urge to want to grow.” Idowu Koyenikan

COURSE OVERVIEW

For leaders, having a growth mindset means recognizing our ability to change who we are, what we know, and how we think – to continuously evolve and grow both professionally and personally. PLUS, the ability to foster a growth mindset throughout our organization. This means acknowledging that our personal qualities and professional abilities are not static; they remain open to change throughout our careers, from the outside and from within.

For many leaders, especially those who may feel they have “arrived” at a point of optimal capability in their career, this may offer a significant shift in their outlook of who they are and can become. Recognizing our ongoing capacity for continuous growth and development places accountability on ourselves to take charge and develop in the direction of our choosing.

Some leaders naturally embrace continuous development throughout their long careers, but many others arrive at a point of relative comfort and satisfaction with their career that tends to diminish the velocity and trajectory of further professional development. These same “stalled” leaders tend to be devastated by unexpected setbacks, while those with a healthy growth mindset tend to rebound quickly.

Leaders with a growth mindset achieve ever-higher levels of productivity and organizational impact. They help their organizations thrive by fostering a growth mindset in others, primarily through the example they set.



BUSINESS IMPACT

- 1 Leaders create more value for the business by continuing professional development beyond their natural “comfort zone.”
- 2 Leaders foster a growth mindset through their organization when they themselves embody growth-minded traits and habits.
- 3 Engagement and retention of leaders and employees increases when they experience on-the-job growth opportunities.
- 4 Leaders develop a greater ability to direct their own professional development rather than wait for others to guide them.
- 5 Leaders build their professional development “muscle” which increases strategic, critical and systems thinking capabilities.
- 6 Leaders develop better judgement, the ability to generate greater insights, and make more well-informed decisions.