

# Tailor-Made Development Programmes



One size doesn't fit all.  
What you want to achieve is unique to you  
and the context you're leading in.  
Your mindset is unique too.

That's why we create  
programmes to suit

# Four Types of Programme. One Goal

For an  
existing or  
newly forming  
team

For individuals  
from the same  
organisation

For individuals  
drawn from  
different  
organisations

For one  
individual  
person

## Extraordinary results

Results that confound expectations stem from realising for yourself how better discussions - with yourself and colleagues - leads to new answers that resolve even the most persistent challenges.

# Four Parts Centred Around You

A discussion to help you clarify the different challenges you're facing in the context you're leading in. We'll explore what's possible and needed going forward. We help you make choices about which challenges are most critical and build your programme around these.



How are you and the people around you experiencing the current context? What's going well, what feels challenging?

In these discussions you'll explore what's proving helpful and unhelpful. Jointly we'll help shine a light on why people do what they do and why this is at the core of the changes you want to make.

In this part of the programme expect to deepen your learning as you focus on finding new answers and solutions to the critical challenges selected in part 1. Follow up is built in to embed and further support learning.

In this workshop you'll understand how the mind works in relation to your context and the challenges you're facing. You'll realise for yourself how it's designed to produce new answers that help you adapt and overcome problems more easily, but for the habits of thinking - or mindsets - that get in the way.

# What participants typically want and get from their programme

## They start wanting to...

Be more influential in their networks  
Get more done with less  
Develop a different culture  
Have fewer arguments  
Respond to a threat differently  
Have peace of mind  
Create a sense of purpose  
Build better relationships  
Be more innovative  
Have more time to think  
Feel less stressed  
Win a big deal  
Get others to step up to the plate  
Increase revenues

## They get what they want by...

Noticing how their own and others' mindsets operate  
Becoming naturally curious about why people behave as they do  
Significantly increasing their capacity to listen  
Empathising by walking in others' shoes  
Suspending judgement  
Not thinking in pre-set ways so lightening the mental load and accessing new insights  
Gaining people's commitment to what needs to be done  
  
And...realising for themselves that the above qualities are innate: they're part of being human.

# This is what they say

The programme is hugely enjoyable in and of itself. But when combined with real world, day-to-day issues it's very powerful.

I'm a member of a team now, not a group of individuals. Professionally we're very good but we also needed to be more entrepreneurial. Frankly, I didn't think we could do it, but we did.

Ironically, once I stopped stressing about whether I was 'good enough' in my new role, my transition got a whole lot easier and more interesting.

When I realised it's not others that cause inner disquiet, it's the attention I pay to the thoughts I have about them, I started taking responsibility for how I felt. My frustration is mine, no one else's!

We realised how caught up in unhelpful thinking we were. It kept us going round in circles. We catch ourselves if this happens now. We act on insights when it makes sense to. The battles that used to take place are over.

This is a very different kind of programme. I've never been involved in a team whose mature conversations are so helpful because of the degree of openness with which they're entered into.

*Life changing... in work and at home*

# About us

Helping individuals, teams and organisations like yours develop is what we do.  
Though The Mindset Difference was formed in 2016, we've been doing this for over 20 years.

During that time we've developed a very different way of helping leaders and their teams uncover new answers to their often most persistent challenges. Our approach helps you rediscover innate qualities you already have. We've developed the know-how needed to help you remove what once felt like mental blocks to higher levels of performance. We're skilled in helping you realise for yourself the many different ways to overcome obstacles. You'll see what increases and diminishes commitment to new ways forward. We get great joy when you deepen your understanding of the way people's minds work and keep on having breakthroughs of your own on many different issues and in all parts of your life.

Our approach makes learning new skills and deploying existing ones easier. It creates solutions you can believe in, not just because they come from you, but they feel right too. We don't ask you to practice using tools and techniques, nor remember a body of theory. Realising how your mind moves from being busy to clear is all you'll need to get you to where you want to be relatively quick.

Expect the style of your programme to be relaxed. The name of the game is to help you be clear minded more often than busy-minded after all.  
We look forward to talking about your programme: one we'll design with you to make it the most valuable you've ever commissioned or participated in.



Roger Martin



*Better discussions. New answers. Extraordinary results*



Paul O'Connell