

THE MINDSET LEADERSHIP SERIES[®]

A tour through
the mind **of phenomenal
leaders.**

DEVELOPING LEADERS

COMPENSATION

GET THE RIGHT PEOPLE

CULTURE BUILDING

TEAM CHEMISTRY

PRIDE AND OWNERSHIP

DECISION MAKING

MASTERING CONFLICT

MOTIVATE

*Acquire proven leadership insights
and explore the extensive intellectual capital developed by
Dr. Kim Hoogeveen – founding CEO of Omaha's
five-time #1 Best Place to Work.*

*Create and protect a high
performance culture
that will enhance your ability to attract,
build, retain, and motivate outstanding
employees – and lead to lasting
business success.*

2 WAYS TO ATTEND

Exclusive Series: Bring the MindSet Leadership Series into your company by scheduling training exclusively for your leaders. MindSet content can be tailored to your needs and situation, and sessions can be held on a schedule of your choosing.

Open Series: Small groups or individual leaders can join our next open series. [Click HERE to Register](#) for an open series today or join our waiting list to receive advance notification about future open series.

FORMAT

An **Open MindSet Leadership Series** is usually comprised of 20 hours of MindSet instruction, typically offered as a series of five half-day sessions presented over an eight-week period (bi-weekly). In some circumstances, an Open MindSet Leadership Series may be offered on other schedules, including a concentrated three-day experience.

A tour through the mind **of phenomenal leaders.**

Learn REAL leadership:

The intellectual capital behind Omaha's five-time **#1 Best Place to Work**.
Enrich your professional network and become a better leader!

SERIES OVERVIEW

SESSION 1

Leadership and Culture

Setting the stage for the rest of the training series, the initial session will examine some of the foundational understandings and insights possessed by exceptional leaders.

Diagnostic Tools: *What Makes Them Tick*

The idiosyncratic nature of individuals makes both hiring and leading complex. Yet for those who possess practical insights into how a leader can use easy-to-remember classification systems to better understand and motivate each individual employee, the path to success becomes increasingly clear.

Selection: *Get the Right People*

All companies want to be populated by employees who combine great talent with outstanding character traits; the challenge is to accomplish that goal. This section is full of advice on recruitment and selection.

SESSION 2

Building Stars

MindSet labels great employees as Stars: those individuals who constitute the most valuable HR assets a company can possess. On occasion, a newly hired employee will arrive as a Star. More frequently, however, Stars are created by outstanding leaders who understand how to use their power and influence to develop an otherwise ordinary employee. The MindSets in this section teach you how to accomplish this most exciting and rewarding aspect of leadership.

Instilling Pride & Ownership

Great companies are populated by employees who have a deep sense of pride and ownership in their company. Such employees will demonstrate loyalty, and the quality and quantity of their work production will be outstanding. This section reviews specific techniques that you can use to infuse staff members with a greater sense of personal investment.

"I had the pleasure of watching Kim lead for almost 20 years – and his approach engendered incredible results both for the bottom line and the cultural health of his company. It is terrific that through MindSet he is now offering other leaders the chance to learn about an approach that has led to such incredible business success."

~**Jim O'Donnell**, Former CFO
ConAgra Foods

"When it comes to leadership development, MindSet has developed a huge toolbox from which they can construct a highly engaging training series that will yield immediate results for participants. I believe an investment in either MindSet consultation or training will pay for itself many times over."

~**Todd Darnold, Ph.D.**, Director of Leadership Programs
Heider College of Business
Creighton University

SESSION 3

Compensation

The fundamental nature of the relationship between an employer and employee is an exchange, i.e., the employee's labor or expertise in return for monetary compensation from the employer. The nature and format of this exchange is one of the most powerful tools an employer holds for shaping employee behavior and attitude. The MindSets in this section provide both theory and concrete examples of different approaches to compensation that can impact employee satisfaction and loyalty, as well as the organization's overall cultural health.

Team Chemistry

Team chemistry refers to tone and tenor of the relationships that exist among employees who are jointly engaged in the business process. Exceptional leaders know how to structure a work group so that team members can simultaneously work for the success of themselves, their company, and their coworkers. Yet even the best teams will occasionally become dysfunctional for a variety of reasons, and they seldom right themselves without the intervention of competent and purposeful leadership. The MindSets in this section provide insights and specific techniques that can be used to diagnose and treat lousy team chemistry.

Decision Making

Few things are more basic to business success than responsive and capable decision making. This section of the MindSet Leadership Series will teach you potent decision-making techniques and processes that leaders can use to generate first-rate conclusions, as well as some of the more common decision-making pitfalls that lead to poor outcomes.

SESSION 4

Mastering Conflict

Leadership often brings with it the challenge of managing conflict, and for many this constitutes their single greatest source of stomach acid and professional disaffection. Left to their own instincts, many leaders automatically resort to their default approach to conflict management (be it power, compromise, avoidance, litigation, collaboration, or capitulation), occasionally making a mess of what could have otherwise been only a modestly unsettling situation. The MindSets in this section are designed to improve your ability to accurately diagnose and effectively (and sometimes proactively!) deal with a wide variety of conflict situations.

Dealing with Problem Employees

Almost every company has a noticeable bottom 10% -- those employees who contribute little to success while making life miserable for leaders and colleagues alike. To protect the culture of the company, and to further the company's prospects for success, leaders must possess the knowledge and ability to identify, engage, control, improve, and (if necessary) remove these employees. The MindSets in this section reveal the insights and techniques that outstanding leaders use to effectively deal with these cultural poisons.

SESSION 5

Big Mistakes Leaders Make: *The Missing MindSets*

This session will serve as an engaging summary for the MindSet Leadership Series. Looking at frequent leadership errors -- both philosophical and tactical -- will allow you to recognize how you can use the information covered in this series to avoid such traps. You will see how keeping a few powerful MindSets in focus can help to prevent a multitude of all-too-common leadership errors.

Additional content that may be included as stand-alone topics:

- Deep Listening...and How to Get Better at It
- Negotiating Tactics
- Impactful Presentations
- How to Create Raving Fans
- The Art of Supervisor Selection
- A Mentoring Program that Really Works

MINDSET

an investment in success.

"I have had the opportunity to attend a number of leadership training seminars. Without hesitation, I would endorse the MindSet Leadership Series as one of the best I have ever attended. A colleague and I thoroughly enjoyed the series, and we found it to be a terrific value!"

~Cindy Powers, SPHR, SHRM-SCP, Chief Administrative Officer, Seldin Company

"When it comes to leadership and how to build and protect a great work culture, MindSet is a resource that I can unconditionally recommend. As both a consultant and trainer, Dr. Hoogeveen and MindSet have been a great resource to me and to our company!"

~Susan Courtney, President and CEO, CoreLink Administrative Solutions

"QLI is proud to claim the distinction of being the home of MindSet leadership, and we still today relentlessly reinforce MindSet concepts and techniques with all of our leaders. As a result, the MindSet approach is deeply embedded into our culture, and it is responsible for much of our growth, cultural health, and business success. I would strongly encourage any CEO or owner to get your executives and supervisors trained as MindSet Leaders."

~Patricia Kearns, President and CEO, QLI

"As a manager, I have had the opportunity to attend several leadership training programs. I thoroughly benefited from the MindSet Leadership Series - it offered the most applicable skills to enhance my day-to-day leadership abilities."

~Ashley Winans, Chief Development Officer, Boys & Girls Clubs of the Midlands

"The MindSet Leadership Series was the one form of leadership training that I have ever gone through that I thought had real value. MindSet did not just focus on management tricks to squeeze more out of your team, but on making me to be a better person, and helping my team to be better people."

~Bradly Burgess, Chief Technology Officer, Orion Advisor Services LLC

MINDSET
LLC

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