

2 DAY – DEVELOPING AND IMPLEMENTING AN

OUTWARD MINDSET

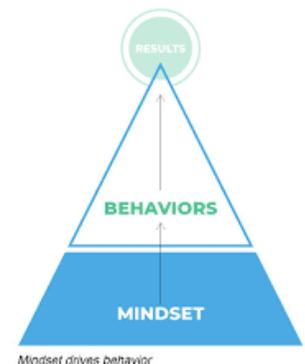
Wednesday-Thursday
June 22-23, 2022
8:30 AM – 3:30 PM Daily
CESA 8

Overview

Arbinger’s work reveals two distinct mindsets from which people and organizations operate—a self-focused inward mindset and an others-inclusive outward mindset. Arbinger has a thirty five-year record of successfully helping organizational change efforts by equipping people to shift to an outward mindset. Studies show that organizations that focus on this kind of mindset change are four times more likely to succeed in organizational change efforts than companies that focus only on changing behavior.

Arbinger training helps organizations and their people to turn outward by (1) shifting their mindsets, (2) equipping them to adjust their behaviors to be more helpful in accordance with their changed mindsets, and (3) helping leaders to turn organizational systems and processes outward in order to invite and reward sustained, systemic change.

This process begins with Arbinger’s foundational workshop, Developing and Implementing an Outward Mindset (DIOM). In this course, participants learn how to implement a performance platform that enables them to operate with an outward mindset. They learn and apply four sets of tools: **self-awareness** tools that help them see when they might be operating with an inward mindset; **mindset-change** tools that they can apply to turn their mindsets outward; **accountability** tools that help them to operate in their roles with an outward mindset; and **collaboration** tools that teams can deploy together in order to operate with an outward mindset.



Objectives

Developing and implementing an Outward Mindset equips participants with a set of self-awareness tools, mindset-change tools, accountability tools, and collaboration tools that enable them to:

- ✓ Understand the two mindsets and their implications on results
- ✓ Assess the extent to which they are working with an inward mindset
- ✓ Change their mindsets to become more outward
- ✓ Re-conceive their jobs to make them more outward
- ✓ Hold themselves more fully accountable
- ✓ Report on performance in a way that keeps them working outward
- ✓ Work in a way that is more collaborative, fulfilling, and effective
- ✓ Positively influence others to change
- ✓ Address and resolve conflicts

INWARD —————→ **OUTWARD**

Tunnel Vision —————→ **Awareness**

Silos —————→ **Collaboration**

Blame —————→ **Accountability**

Stagnation —————→ **Innovation**

Low Morale —————→ **Engagement**

Program Format

This session is an interactive, two-day course. Key concepts are taught through discussions led by an Arbinger certified facilitator. The course is punctuated by videos, individual and group exercises, one-on-one sharing, and application of the tools to on-the job situations facing the participants.

In addition, participants have access to an eight-week sustainment program that they can implement on their own or with their teams. The sustainment guide for this program leads participants through the implementation of concepts learned from eight videos that are designed to be applied at a cadence of one-per-week.

Included Materials

Materials for participants include the Two-Day Handbook, Sustainment Video Guide, and Arbinger’s bestselling books: Leadership and Self-Deception and The Outward Mindset. Also includes downloadable accountability and collaboration tool templates.



DAY 1 AGENDA
Introduction
Why Mindset Matters
The Two Mindsets
How We Turn Inward
Self-Awareness Tool: Self-Betrayal
Self-Awareness Tool: Inward Styles
Self-Awareness Tool: Collusion
How We Turn Outward
Mindset-Change Tool: Influence Pyramid
Mindset-Change Tool: Outward Mindset Pattern
Arbinger Principles
DAY 2 AGENDA
Reviewing and Application
Implementing Mindset Changes
Accountability Tools
Collaboration Tools
Outward Mindset Game Plan

Presenter: *Mike Merchant*, Senior Consultant, Arbinger

Since 1993, Mike has consulted and facilitated internationally with senior leaders of corporations, nonprofits, and government agencies on leadership development and influence, change management, conflict resolution, strategic alignment and execution, and improving personal and organizational performance.

Mike is the chairman of the board and previous president for Anasazi Foundation, a nonprofit and nationally accredited behavioral healthcare provider for youth, young adults, and their families. He has chaired numerous councils and committees on best practices for adolescents’ treatment in the care of behavioral healthcare providers.



Cost: \$750 per person for CESA 8 School Districts, includes material and lunch
 \$1000 per person for School Districts outside of CESA 8

Registration: [myQuickReg](#)

Information: *JoAnn Miller*, Director of Continuous Improvement, CESA 8, jmiller@cesa8.org