

# THE MINDSET LEADERSHIP SERIES<sup>®</sup>

A PROGRAM FOR  
EXECUTIVES,  
DIRECTORS, AND  
KEY DECISION-MAKERS

In partnership with



MARSH & McLENNAN  
AGENCY



Howalt+McDowell  
Insurance

*“MindSet is one of the premier leadership training and consultation companies in the nation, helping companies build cultures that attract, build, motivate, and retain great employees. We are pleased to be bringing MindSet to Sioux Falls, and we hope you’ll consider joining us at Howalt+McDowell for what is sure to be an engaging and worthwhile leadership development opportunity.”*

**- Abbey Vanderwerf**  
Vice President, Employee  
Health & Benefits,  
Howalt+McDowell Insurance



BETTER CULTURE. BETTER BUSINESS.

# A TOUR THROUGH THE MINDS 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

### Leadership and Culture

Setting the stage for the rest of the training series, we will examine some of the foundational understandings and insights that are used by exceptional leaders to win the war for talent and achieve lasting business success.

### Recruitment and Selection

All companies want to be populated by employees who combine great talent with outstanding character traits and to then place those individuals in positions where they can excel. MindSet's recruiting insights and easy-to-remember diagnostic tools will help you achieve this crucial goal.

### Building Stars

Star employees are created by outstanding leaders who know how to use the power and influence inherent in their position to develop an otherwise ordinary employee. MindSet will show you how supervisors can better accomplish this most exciting and rewarding aspect of leadership.

### Instilling Pride and 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.

### Compensation

The fundamental nature of the relationship between an employer and employee is an exchange, i.e., the employee's labor and expertise in return for monetary compensation from the employer. The nature and process of this exchange is one of the most powerful tools an employer holds for shaping employee behavior and attitude. MindSet will cover both theory and concrete examples of different approaches to compensation that have been shown to positively impact employee satisfaction and loyalty, as well as the organization's overall cultural health.

## FORMAT

**TWO DAYS**

16 Hours of Content!

## DATES

**2019 SPRING SERIES**

Tuesday April 2 (8:30am - 5:00pm)

Wednesday April 3 (8:30am - 5:00pm)

## WHERE

**HOWALT+MCDOWELL INSURANCE**

300 Cherapa Place, Suite 601, Sioux Falls, SD 57103

## COST

**\$2,750**

## REGISTER

[GOMINDSET.COM/MLS-SF](http://GOMINDSET.COM/MLS-SF)

*"MindSet is more than leadership curriculum. It's invaluable insight, real-world tools, and shared vocabulary wrapped into an experience that moves the needle for the leaders at Flywheel. MindSet training elevates up-and-coming leaders and challenges even the most seasoned managers to think smarter and does it quicker than any other program I've seen."*

**- Dusty Davidson**

Co-Founder and CEO,  
Flywheel

*"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."*

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

## 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 use to generate first-rate conclusions, as well as some of the more common decision making pitfalls that lead to poor outcomes.

## 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. MindSet will review insights that will help leaders from throughout your system to be better able to accurately diagnose and effectively (and sometimes proactively!) manage a variety of conflict situations.

## Dealing with Problem Employees

Almost every company has a noticeable bottom 10% – those employees who contribute little to its success while making life miserable for leaders and colleagues alike. Competent leaders must possess the knowledge to identify, engage, control, improve, and (if necessary) remove these employees. MindSet will explain many useful insights and techniques that outstanding leaders use to effectively deal with these cultural poisons.

## Team Chemistry

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.

# THE MINDSET TOOLBOX: TESTED TECHNIQUES THAT WORK!

In addition to learning scores of leadership insights, this MindSet Leadership Series will equip you with an array of more than 30 practical tools, instruments, and processes designed to allow you to make an impact on your organization. Here are just some of the tools you will acquire:

- How to better predict who has the potential to be a successful supervisor
- A demotion process that will maximize the likelihood of successful change
- How to design and implement an effective mentorship program
- Specific steps you can take to make any bonus program more impactful
- How to create a dynamic career ladder program for select employees
- Three steps that can help you win any wrongful discharge hearing
- A step-by-step process that will help supervisors improve their ability to conduct difficult employee conferences
- The MindSet Team Assessment tool: 15 measures that will give you a valid reading on the cultural health of any given workgroup
- The power of active listening and how you can become a skilled coach for others
- And many more...

# ATTRACT, BUILD, MOTIVATE, AND RETAIN GREAT PEOPLE

*"The MindSet Leadership Series is the one leadership training program 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 my team, but on making me into a better person and helping my team members to be better people."*

**- Bradly Burgess**  
Chief Technology Officer,  
Orion Advisor Services LLC

*"MindSet is packed with information and insights that make leaders better able to build culture and accelerate business success!"*

**- Stephanie Hand, SPHR**  
Human Resource Director,  
Lutz

*"The MindSet Leadership Series is the best leadership course I have ever attended. I use the MindSet strategies and techniques on a regular basis. They are easy to put into practice, yet highly effective."*

**- Jessica Koch**  
Human Resources Manager,  
Fusion Medical Staffing

*"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

*"When it comes to leadership and how to build a great work culture, MindSet is a resource that I can unconditionally recommend. Their approach flat-out works."*

**- Susan Courtney**  
Executive Vice President,  
Blue Cross and Blue Shield of Nebraska

*"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 MindSet training will pay for itself many times over."*

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

*"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 is by far one of the best trainings I have attended. The smaller group size allowed for engaging interaction and actual participation in group discussions."*

**- Allison Boone, PHR, SHRM-CP**  
Director Human Resources,  
Green Plains Inc.

*"The MindSet Leadership Series was absolutely wonderful. I didn't know what to expect before I came to the first session, but my experience was top-notch! Thank you all for putting together such a great curriculum. I'm confident I will use my learnings from these past weeks for the balance of my career."*

**- Walter Duda**  
Asst. Vice President,  
Physicians Mutual



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