



Achieving Mastery and Success Through Growth Mindset

Decades of research has led Psychology Professor at Stanford University, Carol S. Dweck, to identify people with two types of mindsets – fixed mindset and growth mindset. People with fixed mindset believe that talent and intelligence are predetermined by nature and in finite supply, while people with growth mindset believe that everyone has the capacity to grow, develop and improve their intelligence and ability over time through deliberate practice.

This is validated by advances in neuroscience on brain plasticity, which indicate that brains do change physically, functionally, and chemically throughout our lives and the changes are manifested through our abilities. Our brains are malleable and can be strengthened for further growth and development at all ages through mental exercises, much like how physical exercises can build muscles. The converse is true. Neural pathways that are underused will weaken or be replaced over time.

Professor Dweck's studies revealed a significant correlation between how people thought of their own talent and its impact on their motivation, effort and approach to problems and issues. Growth mindset is not about feeling positive / good about oneself or motivating others through positive psychology. It is about believing that everyone can improve and achieve mastery through perseverance and deliberate practice. It is not just about effort (that success will come to all who work hard), but growth. It is about the ability to learn, unlearn and relearn in a myriad of situations and the determination to continue pushing the boundaries to improve. When individuals and companies are focused on growth, potential can be unleashed and mastery / success within grasp.

Programme Objective

This programme is intended to help individuals and companies learn, unlearn and relearn to achieve mastery and growth.

Who Should Attend

This intermediate programme is ideal for all professionals who are familiar with change and management concepts and are keen to further pursue a growth mindset to acquire mastery and success in their chosen profession or area of interest.

Programme Highlights

A compelling experience for leaders to enable teams in organisations to accelerate growth and change. Combining knowledge, process, skillset and mindset, participants discuss, explore and apply tools and techniques to real business challenges during the inter-sessions.

Programme Outline

Part I: Individual Mindset for Change (1 – 2 Apr 2019)

1. What's my mindset?
 - Fixed mindset, growth mindset and false growth mindset
 - Perseverance and Deliberate Practice
2. Acquiring / Sustaining growth mindset
 - Understanding Perseverance
 - Deliberate vs. Naive practice
3. Application towards real business challenge
 - Reframing existing business challenge using a Growth Mindset

Intervening Segment: Group Action Learning Project Online Coaching (before 3 Jun 2019)

1. Experiencing perseverance and deliberate practice when faced with obstacles in project work
2. Receive and experience coaching on continued application of Growth Mindset theories and tools on selected business challenge (by project group)
3. Extending understanding of Growth Mindset at work in a team setting

Part II: Leading and Sustaining Growth Mindset in Organisations (3 – 4 Jun 2019)

1. Fostering a culture of growth mindset
 - Empowering teams via a Growth Mindset
 - Coaching for Change
2. Sustaining growth mindset to achieved continued Organisational Mastery
 - Role modelling growth mindset to lead change
 - Making growth mindset and change stick



Action Learning Project Online Coaching

Facilitator

Mr Leong Kwong Yee has a strong global understanding and experience of business practices and cultures, skilled at establishing credibility with senior executives and in discussing complex, client business issues, particularly around talent management and driving business performance.



He has led very capable and experienced specialists in helping clients, both external and internal, with issues of executive education, talent management, leadership development and workforce optimisation.

Prior to founding TAO Consulting, Kwong Yee worked at Mercer, firstly as the Managing Director and Region Market Development Leader for East China, based in Shanghai and then led Mercer's Talent & Diversity COE for Growth Markets region covering Asia, Middle East, Africa and Latin America.

Kwong Yee was the Business Development Director for DDI Mainland China and Hong Kong, working directly with key DDI clients and consulting with clients to identify needs and propose solutions, specifically in the areas of talent and succession management, development, and selection. Kwong Yee also worked as VP of Sales, Greater China in SHL, based in Hong Kong.

■ Class Dates

1 – 2 April,
3 – 4 June 2019

■ Fee

\$5,189.50 incl. GST

■ Time

9.00am – 5.00pm

■ Fee after 70% SkillsFuture Funding (T&Cs apply)

\$1,556.85 incl. GST
(for Singapore Citizens / PRs)

■ Venue

Singapore
Management University

SkillsFuture Credit

Singaporeans self-sponsoring the programme fee may claim for their SkillsFuture Credit.

