



# Proactive Conversations

## Intensive 4-Module Training

If you want your team to profits from all these changes in the pipeline and those yet unimagined, our new **Proactive Conversations** training program intensive can be reserved for your company starting September 6, 2016. Part mindset and part communication savvy, **Proactive Conversation** prepares you to leverage change by developing resilience, resourcefulness and readiness.

Research affirms that organizational change is inseparable from individual change. After all, it's not organizations that change, people change.

Change does not have to be that hard; the problem is poor communication makes change feel intimidating, unwanted and scary. It's the emotional reaction to change that causes the tsunami of negativity in the face of what becomes the new reality. **The emotional aspect of change management happens through communication. And communication begins from the inside out so mindset is the foundation.**

**Proactive Conversations** is an innovative yearlong program, delivered in 4 quarterly modules, to teach the leadership communication skills that focus on building inner resilience, resourcefulness and readiness. The spacing between modules allows participants to absorb these better communication skills with each session.

This 4-module **Proactive Conversations program is designed to multiply the value of your leaders because they become more effective communicators.** This integral training program focuses on successful communication from the inside out. That is why the first module focuses on mindset, self-talk and the real value of (or cost of) attitude. Other modules cover connecting with others, advanced problem solving and networking skills and having more impact within and beyond the organization.

Like all Mixonian Institute training programs, Proactive Conversations happens at a fast pace. Participants are challenged with the latest research findings, intriguing small-group discussions, improv exercises, mini presentations and other forms of audience engagement.

Each module is followed up with a learning booster that helps retain the material by up to 30%. Modules 2-4 begin with a thorough review of the preview sessions as this practice is proven to help integrate new skills.

Each module is designed for 8 up to 24 participants, lasts 3 hours.

### **Module 1: Proactive mindset.**

- Your communicative ecology and what you can do to make it more anti fragile (meaning it benefits from change.)
- See how language actually creates things and events (it's not just for describing!)
- Learn the difference between fixed and growth mindset.
- Discover the high hidden cost of negative attitudes at work.
- Leverage your existing communication strengths.

### **Module 2: Proactive connections**

- Establish rapport with anyone almost instantly.
- Customize your message to different audiences for higher impact.
- Upgrade your active listening skills (no more fake listening.)
- Tools for deflecting Debbie Downers.
- 3 ways to build growth mindset in others.

### **Module 3: Proactive conversation imagination (aka advanced problem solving).**

- Get out of your communication rut and solve problems with fewer resources.
- Use more imaginative conversation starters at networking events.
- Expand your sense of what is realistic for you to accomplish.
- Define smart risks and how to leverage them.
- The kind of questions that build creative solutions.

### **Module 4: Proactive persuasion.**

- Discern the difference between persuasion and manipulation.
- Add basic elements of persuasion to your communication toolbox.
- Use tested structures for easy construction of a memorable message.
- Practice delivery of a persuasive mini presentation in a supportive environment.
- Optional: your delivery can be recorded on your phone for in depth analysis.

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