



## High-Performance Learning Labs

Since 2009, Mixonian Institute has delivered effective communication skills training, global team building, emotional intelligence competency and other high-performance training solutions. Industries served include biotech, pharma, financial services, education and technology.

Our mission is to promote next-level individual, team and organizational performance in our VUCA world. (VUCA = volatile, uncertain, complex and ambiguous)

**Mixonian Learning Labs** use the following learning aids for effective knowledge transfer:

- **sticky content (video, discussion, exercises)**
- **decluttered content**
- **exercises for learners to digest the content and reflect**
- **post-lab learning boosters**
- **90 minutes ideal length**
- **bi-weekly follow-up tips via email**
- **shared experience synchronizes learners' brains**

Each learning lab begins with a review of the previous lab's content to reinforce content. Learners share wins gained by leveraging previous material.

For maximum value, Mixonian will deliver one module on site per month, with the exception of July and December. The modules are the following:

1. **Growth Mindset:** Growth mindset is the hallmark of all achievement and is a defining quality of “break-through” managers. It is growth mindset that facilitates high performance in the presence of negative factors like change and volatility. This module is the foundation for all Mixonian trainings.
2. **Stress Management:** How stress slows down your brain and impedes communication. Learn 5 tools to control stress to allow peak performance.

3. **Emotional Intelligence:** Emotional intelligence is the top leadership skill as it's foundational for understanding and motivating others. Emotions are contagious and how to keep the energy high (both yours and theirs).
4. **Communication Styles:** 4 basic communication biases, learns what yours is and how to better communicate with others. Learn common biases that subconsciously affect our attitudes and actions. Includes confirmation bias, negativity bias and projection.
5. **Active Listening:** What it takes to really listen to another person, the benefits of active listening and why it's so hard. Active listening is what builds relationships and influence inside and beyond the organization.
6. **Extreme Ownership:** Inspired by Jocko Willnick's work, develop your personal routines and tools to keep you at your best self and raise the bar on your own performance. It's about taking ownership for results for your team, regardless of where the actual fault lies. It's more of an attitude.
7. **Effective Feedback:** Seek it and earn the right to give constructive feedback. Prepare your team members to actually receive feedback by modeling your own receptivity. Build your credibility as someone whose feedback is valued.
8. **Innovation Drivers:** Learn from most innovative companies in the world what it takes to embrace constraints to drive innovation. This material is based on body of work into global innovation by UK-based eatbigfish. Leverage creative tools like lateral thinking, reframing and "how can we" questions to drive process innovation. Also covers microovation.
9. **Principles of Influence:** Relying on the latest neuroscience research, learn the critical role of emotion in influence, how facts/data are overrated and the power of curiosity.
10. **Imaginative Networking:** Establish instant rapport and avoid boring conversations and awkward moments. Learn from neuroscience and psychological research how to connect with new people and build lasting relationships.

**Deliverables:** Learners incorporate great levels of confidence, resilience, creativity, critical thinking, leadership and flexibility. **All of these lead to higher levels of performance, productivity and engagement.**

**Investment:** Each module can be delivered on-site for \$1500 for up to 20 participants. Travel outside the Charleston metroplex is additional. All training materials are included. With a commitment to all 10 modules, the investment drops to \$13,500 for all 10 modules.