



What are Mixonian Learning Labs?

Mixonian Institute delivers high-performance training solutions for national and international businesses in key areas, such as: growth mindset, effective communications, global team building, and emotional intelligence competency. Since 2009, the industries using Mixonian have included biotech, pharma, financial services, education and technology.

Our mission is to promote the next level of performance, whether to individuals, teams, or organizations in our VUCA world. (VUCA = volatile, uncertain, complex, and ambiguous.)

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

- **sticky content (video, discussion, exercises)**
- **exercises for learners to digest the content and reflect on possibilities**
- **post-lab learning boosters for previous week's material**
- **Proven ideal length of 90 minutes for each session**
- **bi-weekly follow-up tips via email**
- **shared experience synchronizes learners' brains, goals, and methods.**

Each Learning Lab begins with a review of previous lab's content, allowing learners to share actual wins gained by using those techniques and encouraging involvement in new ideas.

For maximum training value, Mixonian delivers 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. **Energy (& Stress) Management:** Leaders manage energy levels to support their team's top performance capability. Learn how stress slows down your brain

and impedes communication. Learn 5 tools to manage your team's energy to allow peak performance. Identify and stop energy leaks. Cultivate habits to transcend decision fatigue and match up your energy load to match your priorities.

- 3. Emotional Intelligence:** Emotional intelligence is the top leadership skill as it's foundational for understanding and motivating others. Learners become emotionally stronger. All emotions are contagious – you want tactics to keep the energy high (both yours and theirs). This is basically like learning how to read the minds of others. By paying attention to non-verbal messages, you perceive the message behind what is being said.
- 4. Communication Across Styles:** Each learner is assessed for which of the 4 basic communication styles fits him or her. Learn about the top 3 hidden biases and how to overcome them and better communicate with others. These common biases that subconsciously affect our attitudes and actions. Module includes audience analysis.
- 5. Critical Conversations:** Critical conversations are those with differing opinions and high stakes. Learn how to set up a critical conversation for success, how to manage the stress level of all participants, factors that develop culture around openness to feedback. This module also covers the skill of active listening.
- 6. Negotiation Fundamentals:** Learn how to communicate to get what you want and need when the action, acquiescence or approval of someone else is required. Negotiation is a process that involves communication and persuasion. It comprises 6 basic skills: 1) information sharing; 2) ranking priorities, 3) knowing when/if to pause; 4) active listening; 5) clear messaging and 6) closing. Participants will have ample practice of each of these skills.
- 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. Priming the person to receive the message determines how the feedback is received and implemented.
- 8. Innovation Drivers:** Learn from 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 microvation and priming yourself for creative thinking.
- 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. The module begins with deciding where to direct that influence and to what result. In a world where everyone suffers from some form of ADD, learn how to penetrate the communication clutter, be heard and influence others.

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. Build your platform while you don't need it and become a more effective ambassador for your employer.

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.** These learning labs provide the space and the content for learners to become more than what they thought was possible. While incremental change is expected, geometric improvements happen all the time – when the learner is ready.

Mixonian Learning Labs teach skills essential for thriving in the global economy.

Top 10 skills needed to thrive in 2020 and beyond, as identified by World Economic Forum research surveying hundreds of HR and strategy officers from global employers:

- **Complex problem solving**
- **Emotional intelligence**
- **Critical thinking**
- **Judgement and decision making**
- **Creativity**
- **Service orientation**
- **People management**
- **Negotiation**
- **Coordinating with others**
- **Cognitive flexibility**

Source: http://www3.weforum.org/docs/WEF_Future_of_Jobs.pdf

While assessing each organization's learning needs is recommended, the modules above represent universal deficiencies in workforce development. (These are topics everyone can benefit from.) Other module topics may be substituted to mutual agreement including: **conflict management, time management, winning presentations, power of habits, mental toughness, critical conversations, negotiating.**