



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**
- **shared experience synchronizes learners' brains; aligns to the vision.**

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.



Grow Your Brain: 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 persistent environmental factors like change and volatility.



Emotional Smarts: 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.



Communication Stylist: 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.



We need to talk: Seek out feedback and earn the right to give constructive feedback. Set up any critical conversation for success using tools such as relaxation, body language and contrasting. Build your credibility as someone whose feedback is valued. Priming the person to receive the message helps determine how the feedback is received and implemented.



Say It Out Loud: Public speaking is the most powerful communication channel even today. Relying on the latest neuroscience research, learn the critical role of emotion in influence, how facts/data are overrated, and the power of curiosity. In a world where everyone suffers from some form of ADD, learn how to penetrate the communication clutter, be heard and influence others.



Nice to Meet You: 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 Institute Learning Labs teach skills identified as 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.**

Dr. Camacho's brief bio:



Laura Mixon Camacho, PhD, was recently invited to join the Forbes magazine Council of Coaches. Dr. Camacho is obsessed with helping creative, technical and healthcare leaders flourish professionally (by "flourish" she means "make bank"). She believes all conversations should be carried out with style and enthusiasm. (She calls that #brandyou.)

And a presentation is just a special conversation. Laura privately coaches quiet executives to be more influential inside their organizations and beyond. Her area of research is political influence, having written her dissertation on the political rhetoric of former Venezuelan president, Hugo Chavez. In 2009, she founded Mixonian Institute to share her expertise on building influence and having impact. For more info visit www.mixonian.com.