



PERFORMANCE MINDSET ACCELERATOR

Elevate Performance, Drive Outcomes.

Unlock leadership mindsets that drive high-impact results. This module empowers leaders to shift their focus from doing tasks and activity to achieving strategic outcomes, prioritizing value-add work, and adopting game-changing mindset shifts.

Ideal for professionals seeking to elevate performance, inspire teams, and create lasting business impact.



Introduction

In today's dynamic business environment, leaders are expected to do more than just manage tasks—they must drive outcomes, foster accountability, and inspire trust. Yet, many professionals remain trapped in doing task, struggling to shift to impact-driven leadership.

Performance Mindset Accelerator is a high-impact, immersive workshop designed to help leaders and high-potential professionals develop the strategic mindset needed to elevate performance. Participants will explore key leadership behaviors and embracing powerful mindset shifts during the workshop.

Through guided facilitation, self-reflective exercises, group discussions and case studies this module equips leaders with actionable strategies to enhance decision-making, build trust, and drive meaningful business impact.

Whether you are leading teams, managing stakeholders, or striving for personal growth, this workshop provides the tools to accelerate performance and lead with confidence.



Business Challenges – The Need for Performance Mindset Accelerator

Competitive, volatile business landscapes require leaders who own outcomes, drive accountability, and create lasting impact. Yet, many professionals remain stuck in execution mode—focusing on tasks rather than strategic outcomes. This limits business growth, slows innovation, and prevents teams from achieving their full potential.

How does this affect you / your organization?

- **Reactive vs. Strategic Leadership** – Leaders get trapped in operational firefighting, leaving little room for long-term vision, innovation, and business growth.
- **Ineffective Time & Energy Allocation** – High-value tasks are often deprioritized in favor of routine work, reducing productivity and limiting leadership impact.
- **Transactional vs. Transformational** – Teams focus on delivering “as told” rather than proactively solving critical business challenges, leading to missed opportunities for innovation and customer success.
- **Lack of Accountability & Ownership** – A victim mindset can spread across teams, resulting in blame culture, stagnation, and delayed decision-making.

Organizations that invest in **Performance Mindset Accelerator** empower their leaders to own their impact, drive outcomes, and inspire trust – ensuring sustained success in an evolving business environment.



Overview and Objectives

The Performance Mindset Accelerator workshop is designed to equip executives and professionals with the mindset and leadership behaviors necessary to elevate performance and drive business impact. Grounded in principles of performance, accountability and trust, this high-impact session helps individuals move from execution-focused leadership to outcome-driven leadership.

Through facilitated discussions, group activities and self-reflection, leaders will:

- ✓ **Enhance Accountability & Ownership** – Strengthen credibility and develop a high Say-Do Ratio to inspire trust and confidence.
- ✓ **Shift from Execution to Impact** – Learn to prioritize high-value work while effectively managing hygiene tasks through delegation, outsourcing, and automation.
- ✓ **Adopt Three Critical Mindset Shifts** – Go beyond transactions to create long-term value, Solve challenges proactively rather than just delivering services and Focus on measurable impact rather than mere activity.
- ✓ **Strengthen Trust** – Apply the Trust Equation to build authentic relationships and lead with impact.

By the end of the workshop, participants will leave with actionable insights, a renewed leadership mindset, and practical tools to accelerate performance, enhance team effectiveness, and drive sustainable business success.



Business Benefits

- ✓ **High-Performance Leadership Culture** – Cultivate a mindset of ownership, accountability, and outcome-driven execution, ensuring leaders consistently deliver results.
- ✓ **Improved Focus on Value Creation** – Help leaders prioritize high-impact tasks over routine work, driving innovation, efficiency, and business growth.
- ✓ **Stronger Trust & Stakeholder Relationships** – Build credibility and reliability through a high Say-Do Ratio, leading to stronger collaborations and higher stakeholder confidence.
- ✓ **Enhanced Strategic Thinking & Execution** – Shift from task orientation to outcome orientation, enabling leaders to solve challenges, create opportunities, and drive long-term success.
- ✓ **Greater Customer Success & Business Impact** – Move beyond customer satisfaction to proactively delivering success-driven solutions, enhancing client loyalty and revenue growth.

This module is essential for organizations aiming to build a high-performance leadership pipeline, drive accountability, and create a culture of trust and excellence.



Key Concepts

The concepts covered in this workshop are drawn from 'The Trusted Advisor' by bestselling author David Maister, Charles H. Green and Robert M. Galford and other proven leadership frameworks, and real-world business insights that drive accountability, and high business impact.

Maintaining a High Say-Do Ratio, a leadership imperative

Consistently aligning commitments with actions builds credibility, trust, and leadership influence. Leaders with a high Say-Do Ratio inspire confidence and drive results.

Accountability vs. Victimhood

High performers take ownership of challenges, solutions, and outcomes, while low performers blame circumstances. Shifting from reactive to proactive leadership fosters a culture of accountability and impact.

Mindset Shifts for High Performance

The three mindset shifts empower leaders to drive performance, enhance strategic thinking, and create lasting business impact.

The Trust Equation – Building Authentic Leadership

Trust is the foundation of effective leadership, influencing relationships, collaboration, and business success. The Trust Equation, from The Trusted Advisor, creates high-trust environments that drive engagement, innovation, and long-term business success.

$$\text{Trustworthiness} = \frac{\text{Credibility} + \text{Reliability} + \text{Intimacy}}{\text{Self-Orientation}}$$



Workshop Methodology

The **Performance Mindset Accelerator** workshop is designed as an interactive and thought-provoking learning experience. Through facilitated discussions, self-reflective exercises, case studies, and group discussions, participants engage deeply with key leadership concepts.

This approach enables leaders to challenge existing mindsets, explore real-world scenarios, and develop practical approaches to enhance performance and accountability.

By fostering active participation, the workshop ensures that insights are immediately applicable, empowering leaders to drive meaningful change in their roles and organizations.



Workshop Content and Flow

Section 01		
Introduction	<ul style="list-style-type: none"> Welcome Context, objectives and expectations setting 	30 mins
Section 02		
Foundation for Performance	<ul style="list-style-type: none"> Understanding the power of the Leadership Question Understanding the difference between a 'process-oriented' question and 'leadership-oriented question' 	60 mins
Section 03		
(continued) Foundation for Performance	<ul style="list-style-type: none"> Distinguishing the power of maintaining a High Say-Do-Ratio, especially as leaders Learning how to maintain a High Say-Do-Ratio (even in uncertain situations) Practicing the language of Accountability vs Victimhood 	90 mins
Section 04		
Leadership Mindset Shift	<ul style="list-style-type: none"> Exercise: Week in the life of __ Comprehending 'Hygiene Tasks' and 'Value Adds' Value – Time Matrix Tool Understanding the need to shifting from <ul style="list-style-type: none"> Customer Satisfaction to Customer Success Service Provider to Solution Provider Task Orientation to Outcome Orientation 	90 mins
Section 05		
Establishing Trust (The Trust Equation)	<ul style="list-style-type: none"> Discussion – What helps build/destroy Trust Understanding the components of the Trust Equation Reflective Exercise – How to enhance trust with stakeholders 	60 mins
Section 06		
Recap and Closure	<ul style="list-style-type: none"> Recap Q&A 	30 mins

Duration and Batch Size

Duration	One Day - In person (Instructor Led Workshop)
Batch Size	Min. 16 participants, Max. 24 participants

