



# Grow Your Mindset

## *Business Overview*

# Contents Page

*Page 3:* Company Profile

*Page 4:* What is Growth Mindset?

*Page 5:* Why developing a Growth Mindset is so important in business

*Page 6-8:* What Grow Your Mindset can do to support your setting

*Page 10:* What do people say about us?

*Page 11:* Our pricing





## Company Profile

*Hello! from the award winning Grow Your Mindset team.*

Gemma Sanchez and Elizabeth Cronshaw are the founders of Grow Your Mindset. They have the passion for and have experienced the impact that developing a **Growth Mindset can have on an individual's belief, attitude and focus towards learning and life.** With 25 years education experience and 10 in the corporate sector they have seen how successful developing a Growth Mindset can be.

Understanding more about how we learn can have a life changing effect on your

progress, personal and business growth, as well as our mental health and outlook on life, making us happier and leaving us feeling fulfilled. So their mission is to share their knowledge and experience to empower individuals to think differently and cultivate a passion for learning, no matter what their age or position.

Through their own research and practise they have developed a range of different accredited training programmes, exciting workshops and 1:1 coaching programmes to allow individuals and businesses to establish a community that thrives. By embedding the Growth Mindset philosophies within their projects, they believe they can achieve their mission.



# What is Growth Mindset?

Growth Mindset is a term coined by Stanford University Professor, Carol Dweck. She has spent years researching and talking about her fascination with how equally talented people make progress and others do not. **In a growth mindset, people believe that their abilities can be developed through dedication and hard work.** When people have the belief their basic qualities can be developed, failure still hurts, but they know those failures don't define you. The Growth Mindset attitude and focus creates a love of learning and a resilience that is essential for accomplishment. **Developing a growth mindset creates motivation and productivity in the worlds of business, education, and sports.** In our businesses, we have a huge responsibility to teach knowledge to achieve highly ambitious targets, but other factors, such as resilience, confidence, integrity and empathy also have a profound impact on our success.







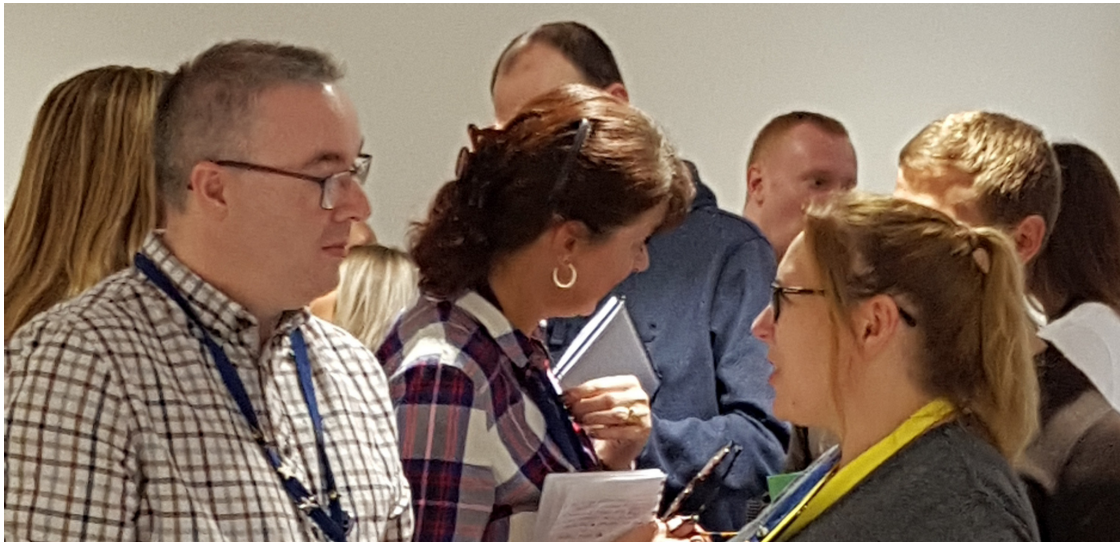
## We are passionate about ensuring you and your staff unlock their potential!

Across the UK, businesses have growing concerns and challenge when faced with mental illness within the workplace. 1 in 6.8 people experience mental health problems in the workplace which equates to 14.7% of the UK's workforce (Mental Health Foundation - [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)).

Businesses are challenged by the remaining stigma of mental illness and in the recognising of symptoms before affecting staff absence. Many businesses are now working tirelessly to ensure that their colleagues receive the best support when faced with mental illness and wish to continue this by developing preventative measures.

The Growth Mindset approach has scientifically been proven to reduce, prevent and increase the management for mental illness. In a recent clinical trial funded by the National Institute of Mental Health, it was found that a brief intervention teaching growth mindset improved social stress recovery, increased perceived control, and reduced depression and anxiety. The mindset intervention was especially helpful for depression, with much fewer symptoms being exhibited. With this in mind, **growth mindset can reduce staff sickness, but more importantly for the business, value and show support for your colleagues.**

*The National Institute of Mental Health (NIMH) emphasises that "Mindset intervention may help prevent the onset of full blown anxiety or depressive disorders."*



## Our approach

At Grow Your Mindset, we are passionate about supporting your business revival going from strength to strength by providing you with the foundation tools that support wellbeing in the workplace. With our knowledge, skills and interactive strategies, **we will support your business to ensure that you continue to develop, grow and maintain these core goals that are at the heart of all you do.**

When companies enter the world of growth mindset, starting with the leaders, everything changes. You will find that your company brightens, expands, and fills with energy and with possibility. We believe wholeheartedly, in human development, also nurturing the mindset of your staff, to allow them to recognise their enormous potential.

Our workshops will be reflective upon the individual and later applied specifically to where they are within the business.

Colleagues will be encouraged to continue developing their understanding in between and after workshops, through regular direct contact via video messaging, social media and email. **We will provide the tools and structures to support and influence the mindset of the colleagues that they work with.**

All those involved in the workshops are accountable for their development and commitment to it and Grow Your Mindset will work closely alongside managers and senior leaders to ensure the theory is put into practise and revisited regularly.

## What can Grow Your Mindset do to support your setting?

### *Developing a Growth Mindset at work:*

Grow Your Mindset invite all staff from the business or organisation to learn how to develop a whole culture of growth with some practical tools and self reflection along the way, with our accredited training session.

Objectives:

- To understand key principles of Growth Mindset
- To understand the benefits of a growth mindset in terms of health and well-being
- To understand the process of learning
- To know the difference between learning and performance zones
- To recognise how we impact on mindsets of others
- To develop the use of language within the workplace
- To gather ideas and tips to use in your business or organisation

subsequent training programmes can be created here after focusing on a variety of areas, such as language and communication, learning zones, creating sustainable change within a business and consultation following our business development model, creating an individual and bespoke journey for your work place.

### *Teambuilding*

Team building is fundamental in allowing a business or organisation to thrive.

Developing co-operative skills, trust and problem solving are just some of the skills developed on this course

Objectives:

- To understand key principles of co-operative skills
- To understand the benefits of team building
- To develop productivity and enthusiasm
- To understand and empathise with our colleagues better
- To communicate more effectively





### *Growth Mindset Matters:*

The power of understanding our mindset and development of it leads to us becoming more positive and resilient. Let's just think about people who we admire and inspire us. What is it about them? Usually it's the fact that no matter how often they fail, no matter how many mistakes they make or how life held them back, they still didn't quit. They got back up, dusted themselves off and kept on trying. Take Walt Disney for example, a man that was sacked from his post as a journalist because he had a lack of original ideas. A man who set up his own company, but it fell flat on its face. Disney went on to become the most famous animator in history.

Or J K Rowling, a single parent mum, who struggled financially for many years, had her first book rejected by 12 publishing houses and now is one of the most successful female British authors of all time. **But what do they all have in common? They believed. They believed that they could achieve big. They believed that they were worthy of something, if they worked hard enough for it. They believed in themselves.** This keynote looks at the secrets behind the success, the way that mindset impacts on the ability to adapt and change.

### *Developing an effective leader:*

What makes an effective leader? How can we improve our leadership so we get the best out of our colleagues? This keynote will help you start thinking about this more. **'Some people confuse the titles of 'Management' and 'Leadership.'** To manage' a team of people is very different to 'leading' a team of people. Take a minute to think about the people you have worked for in the past and the ones who really stood out for you. Or even people that you aspire to be. What is it about them that they did or do? Did they manage' or did they 'lead?' We find the people that are the most effective are those 'Transformational Leaders.' Those who have a clear vision, a plan of how to get there, they appreciate and value you as an employee through their communication to you, they look for solutions and see on coming problems, with a plan already in place and dare we say it, they are not scared of rolling their sleeves up and getting stuck in with the rest of you. This keynote looks at what makes an effective leader, what qualities they have and where you can develop. We look at **the link to Growth Mindset and how this underpins the leadership style of success and how your team react depending on the leadership style.**



### *Online or Face to Face:*

As technology moves on and the world gets seemingly smaller, we are pleased to announce that any of the services we offer can be done face to face or virtually using the **power of 'Zoom' or 'MS Teams.'**

## What do people say about us?

"The audience can be young or old(er) the ladies adapt, inspire, support and deliver through creativity and energy. Adapting for a corporate environment posed new challenges but living their own philosophy they succeeded. The sign of excellence is in the fact we are still pursuing our Growth Mindset and it is permeating across the organisation. Thank you for your support and I look forward to our continued collaboration."

**Sally McEvoy - Head of Customer Contact Cooperative Banking Group PLC**



"I have been very fortunate to have completed three modules to date with Grow Your Mindset. What a fantastic course, I'm thoroughly enjoying it. Grow Your Mindset have this unconscious professional quality within their teaching to get all fully engaged and indeed think outside the box. It's one of the best courses I have had for such a long time."

**Elizabeth O'Reilly - Health and Social Care at Westminster Council**



**City of Westminster**

"I've worked with Grow Your Mindset on a couple of occasions, both personally and with the team. If you're looking to move forward with a growth mindset, believing that anything is possible, working with Grow Your Mindset is a must.

I can also highly recommend their accredited course, which gives you and your team the opportunity to become mindset motivators."

**Christine Smith - Diamond President for Body Shop at Home**





# Our pricing

## Developing a Growth Mindset at work - Accredited Training

We can deliver to any audience size, but bear in mind, we like you to be able to get up and moving and also have space to take part in table top activities. Our costs here are based on an average of 30 staff members, so if you are a small business and your budget is limited or you're a huge company with lots of staff, give us a call or drop us an email and we can chat through the possibilities with you.

**FROM £550 PER 4 HOUR SESSION**

---

### Keynote speeches

45 minutes

£250

---

### Teambuilding days.

Prices start from

£450



Our prices are correct at time of going to print and based upon average delegate numbers - please get in touch and speak to one of our team for an accurate quote on any of our services.

We do add travel and accommodation where necessary



