



Outward Mindset Online

SELF-PACED ONLINE LEARNING

OVERVIEW

Typically, when an organization wants to achieve better results or bring about some change, it simply prescribes a set of new behaviors for their employees. However, gains made through a focus on behavior alone are often difficult to achieve and short-lived. That's because these attempts fail to deal with the underlying mindset that drives individual and organizational behavior. In contrast, research demonstrates that organizations that address mindset are four times more likely to succeed in organizational-change efforts than organizations that focus only on changing behavior.

People and organizations operate from two distinct mindsets—a self-focused inward mindset and an others-inclusive outward mindset. Arbinger has a forty-year record of successfully helping organizational change efforts by equipping people to shift to an outward mindset. Arbinger helps organizations and their people to turn outward by (1) shifting their mindsets, (2) equipping leaders to invite outward mindset ways of working among their teams, and (3) helping leaders to turn organizational systems and processes outward in order to encourage and reward sustained, systemic change.

This process begins with one of Arbinger's foundational Outward Mindset programs, either the 2-day, "Developing and Implementing an Outward Mindset" group workshop (delivered in-person or virtually) or the self-paced, online "Outward Mindset Online" course. The 2-day Developing and Implementing an Outward Mindset workshop is an immersive, group experience. It is the primary mechanism for enabling the shift to outward mindset, which thousands of organizations have used for decades to create real, lasting change.

The Outward Mindset Online course is designed for employees who for some reason would not go through Developing and Implementing an Outward Mindset. These would usually be people who prefer to learn at their own pace or employees with schedules that prevent them from being taken offline for live training. Outward Mindset Online is also a very effective sustainment/deepening program for those who participate in the Developing and Implementing an Outward Mindset workshop and is provided to participants to utilize after the workshop.

In both programs, participants learn how to implement tools that enable them to operate with an outward mindset. They learn and apply four sets of tools: self-awareness tools that help them see when they might be operating with an inward mindset; mindset-change tools that they can apply to turn their mindsets outward; accountability tools that help them operate in their roles with an outward mindset; and collaboration tools that teams can deploy together in order to operate with an outward mindset collectively.

COURSE FORMAT

Arbinger's Outward Mindset Online is a self-paced, video-driven course. It consists of 10 learning modules with over 30 videos of between 5 and 10 minutes each. Each module is accompanied by a downloadable guide with tools and exercises that participants can use to both further their learning and to apply ongoingly to their work.

The course is not simply a recording of Arbinger's inperson workshops nor is it a traditional e-learning program in which participants click half-heartedly through dry content. Outward Mindset Online represents a new generation of digital learning that takes full advantage of

Arbinger's rich library of video content to deliver a powerful, transformational learning experience.

In the course's absorbing video lessons, real people demonstrate how the inward mindset damaged their relationships, diminished their effectiveness, and hurt their organizations. They also explain how they used Arbinger mindset-change, accountability and collaboration tools to significantly improve their relationships, work more effectively, and attain superior results. These engrossing video lessons draw the users in, leading them to viscerally understand how the inward mindset hurts their own effectiveness and satisfaction. Most importantly, the lessons also create a real desire in the user to become more outward and teach them the tools that will enable them to do so.

Outward Mindset Online is designed for individual use. However, the power of the course is magnified when employees meet together on a regular basis during the course to discuss and apply what they have been learning on their own. These group sessions can be led by an Arbinger Master Facilitator or by an organization's own employees licensed as Discussion Group Leaders.

KEY OBJECTIVES

Outward Mindset Online equips participants with a set of self-awareness tools, mindset change tools, accountability tools, and collaboration tools that enable them to:

- Understand the two mindsets and the impact they have on results
- Assess the extent to which they are working with an inward mindset
- Change their mindsets to become more outward
- Re-conceive their jobs to make them more outward
- Hold themselves more fully accountable
- Report on performance in a way that fuels outward mindset behaviors
- Work in a way that is more collaborative, fulfilling, and effective
- Positively influence others to change
- Address and resolve conflicts confidently

INCLUDED MATERIALS

Participants in Arbinger's Outward Mindset Online course also gain access to the Outward Mindset Online portal. Through the portal, users will gain access to the video lessons that form the heart of each of the program's 10 learning modules, the downloadable user guides with tools and exercises for each module as well as an ever-evolving array of additional relevant videos, articles, whitepapers and other resources that will deepen their learning and enhance their experience.