



# DEVELOPING A LEADERSHIP MINDSET

## Training Program

### LEADERSHIP IS A BEHAVIOR, NOT A TITLE OR A ROLE

Developing a Leadership Mindset (DALM) is a program designed for intact work teams so employees at every level can show up as a leader.

This starts with enhancing self-awareness – knowing when your thinking is and is not serving you well, how that impacts relationships and effectiveness, and then building the muscle to intentionally show up as the best version of you.

This awareness can then be channeled into improving communication, reframing conflict as a call to creativity, and aligning around a shared vision for your workplace culture and guiding principles that allow everyone to thrive.

“Through the DALM program, our struggling team was able to recognize and break down behaviors and barriers, resulting in an ability to appreciate and utilize each other’s talents and strengths.”

— *Infusion Team*  
Maple Grove, MN



Improve **team communication**, conflict resolution, and promote self-awareness



Help employees find **greater alignment** with the organization's purpose and values



Develop a **psychologically safe workplace** that can foster candor and collaboration

# Program Overview

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- Delivered to intact work teams via interactive workshops (2 hours)
- Each workshop builds on a previous session
- Practical application exercises between sessions foster sustainability
- Workshops conducted at 3-4 week intervals
- Customized to your group needs



Rehumanize  
your culture,  
one team at a  
time!

## Session Overview

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- 1 Enhancing Self-Awareness** builds the foundation for Developing a Leadership Mindset
- 2 Understanding the Thinking Behind our Choices** helps rewrite our inner narrative
- 3 Improving Team Dynamics via Building Effective Thinking** using an Outward Mindset and more effective listening skills
- 4 Reframing Conflict and Leveraging it to Strengthen Relationships** as a productive call to creativity
- 5 Clarifying Our WHY & Defining Our Desired Workplace Culture** by illuminating our personal WHY & connecting it to the organization's WHY
- 6 Living into our WHY & Desired Workplace Culture** as a daily practice