

CONNECT

Integrate highly personalised solutions
into your working day with Mindflick's
innovative Leadership Development
Programme

Mindflick.

THE TRUTH ABOUT LEADERSHIP DEVELOPMENT

Challenge traditional methods that are falling short in today's dynamic world and discover an innovative approach to learning and development

One-size-fits-all training lacks relevance for today's leaders, yet organisations are still investing over \$100 billion every year in it. But there's one key problem... It often fails to bridge the gap between knowing and doing with little of what's learnt put into meaningful action.

With leaders juggling countless priorities in an increasingly fast paced world, there's little room for additional information or change. However, there is a silver lining, its often the small changes that create the biggest difference.

We believe that to create real change, leadership development should be highly personalised and seamlessly integrated into the flow of a working day. Mindflick's tools, technology, and approach are designed to bridge that crucial gap between knowledge and action, becoming an indispensable asset for modern leaders.

In the realm of leadership, there's no universal play-book. It's about uncovering your unique leadership strengths, the things that bring the best out of you and others. Instead of preaching a single model or theory, we focus on guiding individuals to develop their own leadership strengths; based on modern science and rooted in contemporary psychology, where small, impactful actions can significantly boost team performance.

Leaders who have been on Connect advocate for the power of these micro-actions, evidencing that seemingly minor adjustments or actions can create big positive ripples, especially when accumulated over time.

To create enduring change, Mindflick's tools, technology, and approach are seamlessly woven into our Connect programme, supporting our 1-1 coaching and live group sessions. This way, you can discover your method for effective leadership and bring your team members into the arena too.



CONNECT TIMELINE

● Pre/ Post Sessions ● Group Sessions ● Individual Coaching ● Team Sessions

**Pre-
adaptability
questionnaire**

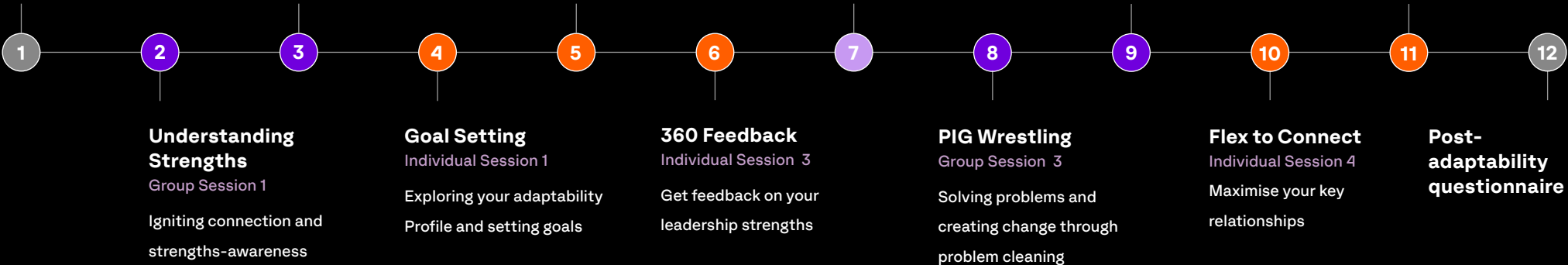
**High Performing
Teams**
Group Session 2
Creating the conditions for
others to thrive

Strengths Anatomy
Individual Session 2
Discover and maximise
your unique leadership
style

Team Preferences
Team Session 1
Exploring your team's
dynamic

Heist Thinking
Group Session 4
Design a strategic
interventions to influence
others

Leader as Coach
Individual Session 5
Strategies for embedding
team development



The App

SESSION BREAKDOWN

1

Questionnaire 1 Pre-adaptability Questionnaire

Initiate the programme with an adaptability 'pulse check' to assess adaptability levels.

2

Group Session 1 Understanding Strengths

Getting to know the strengths of your teammates and the uniqueness they bring to the team.

3

Group Session 2 High Performing Teams

Understanding the critical factors and principles that enable leaders to practically create the conditions for people and teams to thrive.

4

Individual Session 1 Goal Setting

A deep dive into your adaptability profile, allowing you to set practical actions and goals against our four key areas of adaptability.

5

Individual Session 2 Strengths Anatomy

An exploratory coaching session which enables you to uncover and maximise your unique leadership strengths.

6

Individual Session 3 360 Feedback

Gain practical insight, advice and guidance from your colleagues on your unique leadership strengths through the lens of the Spotlight frameworks.

7

Team Session 1 Team Preferences

Invite those you lead to a team session hosted by Mindflick, where we share with your team's unique dynamic.

8

Group Session 3 PIG Wrestling

In this session, leaders will learn how they can solve problems rapidly by learning the art of problem cleaning.

9

Group Session 4 Heist Thinking

Designing strategic interventions, grounded in nudge psychology, in order to influence and create the change you seek.



10

Individual Session 4
FLEX to Connect

Know where to FLEX to get the best out of the key relationships in your team.

11

Individual Session 5
Leader as Coach

Move to a 'leader as coach' mentality to continue the future development of your team.

12

Questionnaire 2
Post-adaptability Questionnaire

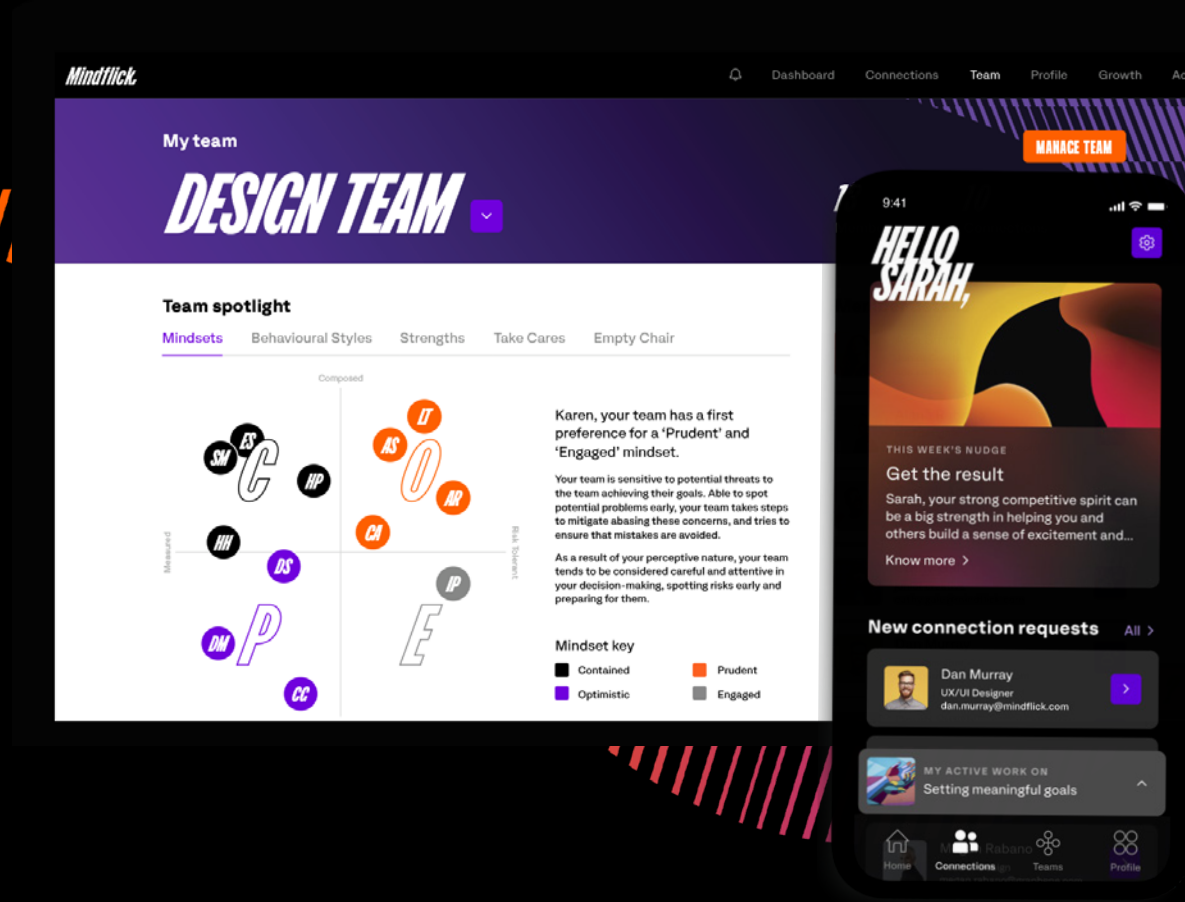
Conclude programme with another adaptability 'pulse check' to report on the impact of the sessions.

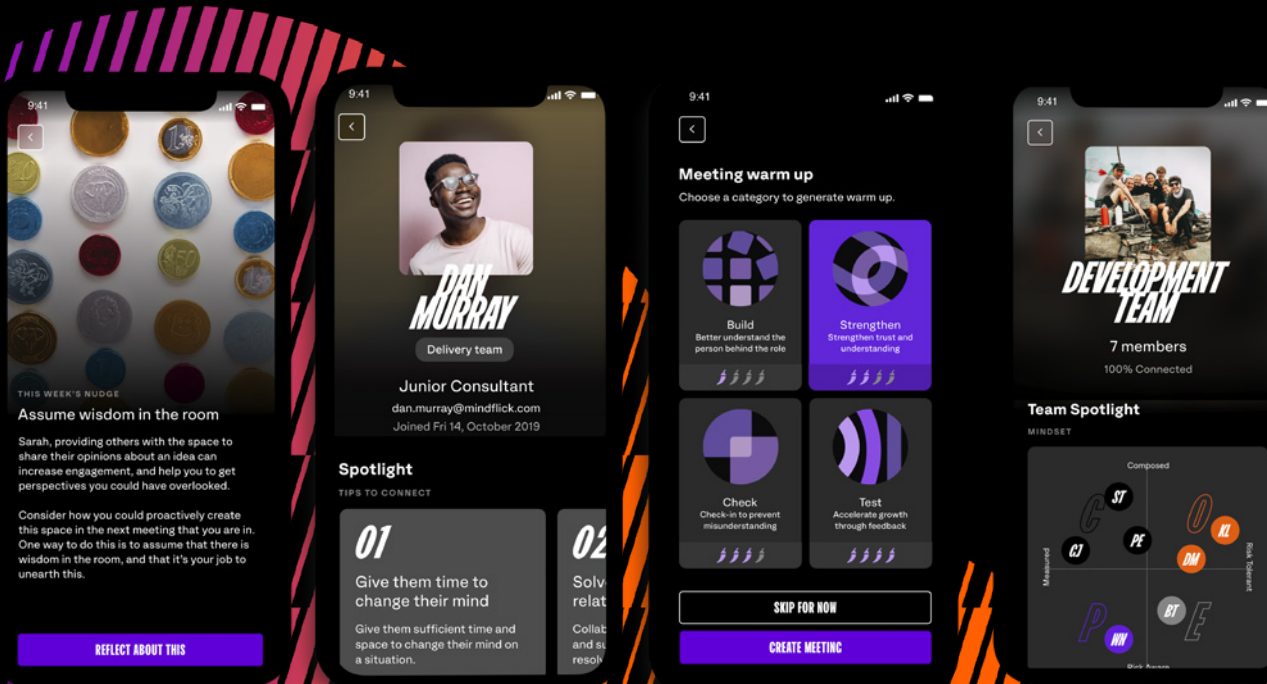
ONE PLATFORM FOR CULTURE CHANGE

The Mindflick platform is fully integrated into every Connect programme ensuring that awareness turns into action

Researchers have estimated only 12% of development work is applied in the workplace. Blending the digital with the experiential, the Mindflick platform closes that gap with 84% of our nudges driving a personal intention to take action.

Our cutting-edge mindset and behavioural psychometric, Spotlight, acts as the engine for hyper-personalised content. This allows Mindflick to empower your people, building strong relationships and boosting team performance in an ongoing and integrated way.





Connections & Team Performance

Maximise potential by forging connections, understanding shared biases, growing psychological safety and building long lasting relationships.

Meetings

Bring human connections to regular team interactions to ensure ropes are well maintained.

Hyper-personalised Nudges

Bite-size micro-actions delivered in the flow of your day, focused on strengths, adaptability and relationship building.

Team Maps

Surface underlying team dynamics, including joint strengths and areas to be aware of when working together.

ABOUT US

Mindflick is on a mission to unlock the power of teams, so your people can be the best versions of themselves at work, on the field, and in life.

In 2013, former England Cricket captain - Andrew Strauss - and two leading sport psychologists - Mark Bawden and Pete Lindsay - came together with a simple mission: to take lessons from high-performance sport and mould them into practical and scalable solutions. Their goal was to make the benefits of mindset coaching available to people from all walks of life, not just elite athletes.

With over 25 years of experience in sport psychology, they have gained first-hand knowledge during eight different Olympic and Paralympic

Games, working with Formula 1, Premier League-winning teams, England Cricket, and great individual athletes.

Now, Mindflick is a dynamic and diverse team of professionals who blend performance psychology, cutting-edge science, and scalable technology to fine-tune mindsets in individuals and teams. Our global team comprises leading experts in the fields of performance psychology, behavioural science, design, operations, and software development.



Interested in creating adaptable leadership?

Get in touch

switch@mindflick.co.uk

+44(0)1433 65 00 08

www.mindflick.co.uk

Mindflick.[®]