# Training Course on Growth Mindset Leadership

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Leadership and Management | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s fast-paced, ever-evolving business environment, organizations require resilient, agile, and innovative leaders. Training Course on Growth Mindset Leadership equips leaders and aspiring professionals with the mindset and practical strategies needed to adapt to change, inspire teams, and foster a culture of continuous improvement. Rooted in the principles of Carol Dweck’s research, this course will help transform fixed mental models into empowering belief systems that promote development, creativity, and sustainable leadership success.

This high-impact course leverages behavioral science, leadership psychology, and actionable tools to instill a growth-oriented leadership style. Participants will learn to lead with emotional intelligence, drive innovation, nurture accountability, and build high-performing teams. By shifting from a results-only focus to a learning-centered approach, this training cultivates influential leaders who create value, navigate uncertainty, and drive long-term transformation.

## Programme Curriculum

**Training Course on Growth Mindset Leadership**

**Introduction**

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**Course Objectives**

1. Understand the neuroscience behind growth mindset in leadership.
2. Differentiate between fixed mindset and growth mindset behaviors.
3. Apply growth mindset techniques to real-world leadership challenges.
4. Build *resilient leadership* through cognitive reframing.
5. Enhance *emotional intelligence* and feedback receptiveness.
6. Develop a *culture of innovation* and psychological safety.
7. Use failure as a tool for *continuous improvement*.
8. Coach teams toward *self-mastery* and *learning agility*.
9. Integrate *adaptive leadership* skills for complex environments.
10. Align personal values with *transformational leadership* practices.
11. Promote accountability and *empowered decision-making*.
12. Lead hybrid and diverse teams with a *growth-oriented perspective*.
13. Create an *inclusive workplace culture* that celebrates learning.

**Target Audience**

1. Mid-level managers
2. Senior executives
3. Team leaders
4. HR and L&D professionals
5. Entrepreneurs and founders
6. Change management professionals
7. Leadership coaches and consultants
8. High-potential employees in succession planning

**Course Duration:** 5 days

**Course Modules**

**Module 1: Foundations of Growth Mindset Leadership**

- Define growth vs. fixed mindset
- Understand the impact of mindset on leadership effectiveness

- Explore the neuroscience of brain plasticity
- Identify limiting beliefs and self-talk patterns
- Introduce the leader's role in modeling mindset shifts
- **Case Study: Satya Nadella’s cultural transformation at Microsoft**

**Module 2: Emotional Intelligence and Self-Awareness**

- Build emotional intelligence in leadership roles
- Recognize and manage triggers and blind spots
- Develop self-reflection and self-regulation habits
- Use empathy to improve communication
- Align mindset with core leadership values
- **Case Study: Emotional intelligence in Nelson Mandela’s reconciliation leadership**

**Module 3: Building Resilient and Adaptive Teams**

- Lead through uncertainty and change
- Foster resilience in individuals and teams
- Encourage experimentation and learning from failure
- Recognize and reward adaptability
- Develop agile problem-solving capabilities
- **Case Study: Netflix’s team adaptability during digital transformation**

**Module 4: Cultivating a Feedback and Learning Culture**

- Provide constructive, growth-focused feedback
- Create psychological safety for open communication
- Establish systems for continuous learning
- Normalize and depersonalize feedback
- Recognize feedback as a development tool
- **Case Study: Google’s Project Oxygen and leadership feedback**

**Module 5: Coaching and Mentorship with a Growth Lens**

- Develop coaching conversations around potential, not performance
- Use open-ended, developmental questions
- Identify and support individual learning goals
- Track growth milestones and celebrate effort
- Build a coaching culture in teams
- **Case Study: Starbucks’ leadership coaching and employee retention**

**Module 6: Strategic Thinking and Growth Leadership**

- Link mindset to long-term business strategy
- Practice decision-making in uncertain conditions
- Encourage innovation as a mindset, not a tactic
- Use vision-setting to motivate learning

- Model curiosity and strategic foresight
- **Case Study: Tesla's innovation-driven leadership strategy**

**Module 7: Inclusive and Empowering Leadership Practices**

- Address unconscious biases and mindset triggers
- Promote equity and psychological inclusion
- Encourage diverse thought and innovation
- Empower underrepresented voices in leadership
- Create inclusive feedback and growth systems
- **Case Study: Salesforce's commitment to inclusive leadership**

**Module 8: Sustaining Growth Mindset Culture Organization-Wide**

- Implement mindset metrics and success indicators
- Align growth mindset with performance evaluations
- Integrate mindset training into onboarding
- Sustain momentum with leadership modeling
- Promote ongoing reflection and learning rituals
- **Case Study: Adobe's shift to a learning-based performance review system**

**Training Methodology**

- Interactive workshops with breakout sessions
- Real-world case study analysis and group discussions
- Mindset journaling and reflection exercises
- Role-play and leadership simulations
- Growth-oriented leadership assessment tools
- Follow-up coaching and personalized action plans

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com