

# **MASTERCLASS IN LEADERSHIP THINKING SKILLS: GROWTH MINDSET LEADERSHIP**



**GENTEX<sup>®</sup>**  
TRAINING CENTER



## Introduction

Masterclass in Leadership Thinking Skills: Growth Mindset Leadership Training Course develops leaders who treat ability as learnable rather than fixed. A growth mindset changes how leaders respond to setbacks, how they give feedback, and how they develop people who are struggling. Leaders with a fixed mindset avoid hard challenges, conceal weaknesses, and label people quickly. This masterclass builds the opposite set of habits. It combines mindset research with practical leadership practice. As a result, participants learn to build learning cultures, handle failure productively, and shift their own thinking when it limits them. Furthermore, the course covers feedback, coaching, and team learning systems.

## Masterclass in Leadership Thinking Skills: Growth Mindset Leadership Course Objectives

- Distinguish fixed and growth mindsets and recognise both in practice.
- Understand neuroplasticity and the evidence behind mindset effects.
- Identify personal fixed-mindset triggers and reframe them.
- Apply the power of "yet" and process praise in leadership.
- Give feedback that develops capability rather than labelling people.
- Coach team members using the GROW model.
- Build psychological safety where learning and error are safe.
- Apply the learning zone model and deliberate practice principles.
- Design team learning systems and knowledge-sharing routines.
- Build a personal growth mindset leadership plan.

## Course Methodology

- Facilitated sessions built around real leadership mindset dilemmas.

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- Mindset diagnostic self-assessment and trigger mapping.
- Role-play of feedback, coaching, and setback conversations.
- Group exercises in reframing and process praise practice.
- Case studies of leaders who modelled growth mindset well.
- Simulation of a team setback and recovery discussion.
- Peer feedback, reflection, and a personal growth plan.

## Who Should Take This Course

- Managers and team leaders at all levels.
- Leaders responsible for developing people.
- HR and learning development professionals.
- Project and program managers leading teams.
- Technical leaders coaching specialists.
- Educators and trainers developing others.
- High-potential employees preparing for leadership.

## Masterclass in Leadership Thinking Skills: Growth Mindset Leadership Course Outlines

### Day 1: Fixed and Growth Mindsets in Leadership

- Defining mindset and its effects on behaviour.
- Carole Dweck's fixed and growth mindset framework.
- The evidence base: neuroplasticity and learning research.
- How fixed mindset shows up in leadership decisions.
- Personal fixed-mindset triggers and self-talk.



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- Language patterns that signal fixed thinking.
- Workshop: mindset self-assessment and trigger map.

## Day 2: Reframing, Effort, and Process Praise

- The power of "yet" and reframing difficulty.
- Effort, strategy, and support as levers for improvement.
- Process praise versus person praise.
- Responding to setbacks without lowering standards.
- Managing perfectionism and fear of failure.
- Modelling productive struggle as a leader.
- Workshop: reframing a personal leadership challenge.

## Day 3: Feedback and Coaching for Growth

- Feedback that develops capability, not labels.
- Feedback with the SBI and DESC frameworks.
- Delivering difficult feedback while preserving confidence.
- Receiving feedback with a growth response.
- Coaching with the GROW model.
- Asking questions that build self-efficacy.
- Role-play: a feedback conversation that develops capability.

## Day 4: Psychological Safety and Learning Culture

- The four stages of psychological safety.
- Normalising error and intelligent failure.
- The learning zone model: comfort, learning, panic.



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- Deliberate practice principles for professional growth.
- Blameless retrospectives and after-action reviews.
- Encouraging challenge and constructive dissent.
- Workshop: designing a team learning routine.

## Day 5: Team Learning Systems and Sustained Growth

- Building knowledge-sharing routines and peer learning.
- Recognition systems that reward learning and effort.
- Developing others through stretch assignments.
- Managing setbacks in teams without losing momentum.
- Personal growth habits and reflection practice.
- Creating a personal growth mindset leadership plan.
- Capstone: presenting a growth mindset leadership plan.

## Conclusion

By successfully completing Masterclass in Leadership Thinking Skills: Growth Mindset Leadership Training Course, participants will have acquired the knowledge to recognise fixed and growth mindsets in themselves and others, reframe limiting beliefs, give feedback that develops capability, coach for confidence, build psychologically safe learning cultures, and sustain team learning over time. They will also understand how their own mindset shapes the standards and resilience of their teams. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders build teams that keep growing.





## FAQs for the Masterclass in Leadership Thinking Skills: Growth Mindset Leadership course

### Q1 What is the "Masterclass in Leadership Thinking Skills: Growth Mindset Leadership" course about?

It is a training program that develops leaders who treat ability as learnable. It covers fixed and growth mindsets, reframing, process praise, developmental feedback, coaching, psychological safety, and team learning systems.

### Q2 What are the key benefits of the "Masterclass in Leadership Thinking Skills: Growth Mindset Leadership" course?

Participants gain more confident, resilient responses to setbacks, stronger development conversations, and teams that try harder rather than hide mistakes. Organizations benefit from higher learning agility, better retention of developing talent, and a culture where improvement is expected rather than resented.

### Q3 What skills will I gain from the "Masterclass in Leadership Thinking Skills: Growth Mindset Leadership" course?

Participants build mindset awareness and trigger management, reframing and process praise practice, developmental feedback and coaching, and psychological safety building and team learning system design.



## Q4 What tools, methods, or standards are covered in the "Masterclass in Leadership Thinking Skills: Growth Mindset Leadership" course?

The course covers Dweck's fixed and growth mindset framework, neuroplasticity research, the power of "yet" framing, process versus person praise, the SBI and DESC feedback frameworks, the GROW coaching model, the four stages of psychological safety, the learning zone model, deliberate practice principles, blameless retrospectives, and after-action reviews.

## Q5 How is the "Masterclass in Leadership Thinking Skills: Growth Mindset Leadership" course applied in real-world practice?

Learners apply it by reframing their own limiting self-talk, giving feedback that targets effort and strategy, coaching team members through difficulty, running blameless reviews after setbacks, and building learning routines such as peer reviews and stretch assignments.