



# Growth Mindset

# Bootcamp

# What is a growth mindset?

For some, failure is the end of the world—but for others, it's an exciting opportunity. With a growth mindset, you're open to improvement and believe you can only get better and smarter, which are attractive qualities in the workplace.

# Why is it important?

Now the lines between WFH and personal life have been blurred, it has never been so important to look after our wellbeing and personal development. We'll help you to find balance and create strong boundaries as you grow professionally!

This virtual and practical programme will provide you with strategies to build resilience, prevent burnout and stay energised whilst building the future skills needed to excel in your career, such as developing a growth mindset and embedding agile ways of working. This unique learning experience has been created by a range of industry experts across a diverse array of fields including wellbeing coaches, meditation practitioners, digital transformation specialists, agile coaches, learning designers and executive mentors.



# What will I learn?

At Coteam, we believe that to be an effective team player, change must start with the self and we take a whole person approach to building future skills, using concrete learning frameworks. You will:

## Develop

a growth mindset and greater empathy towards your colleagues, teams and management

## Identify

a specific business challenge and objectives to strive towards

## Create

an action plan for physical, mental and professional development

## Apply

agile methodologies for faster decision-making and improved collaboration

## Practice

techniques to bring calm and happiness to the workplace

## Develop

healthy habits and create a roadmap to improve performance

**71%** of participants are more confident applying agile ways of working to **make better & faster decisions**

**75%** of participants report a **boost in productivity** through better work/life balance

**82%** of participants report **reduced workplace stress**

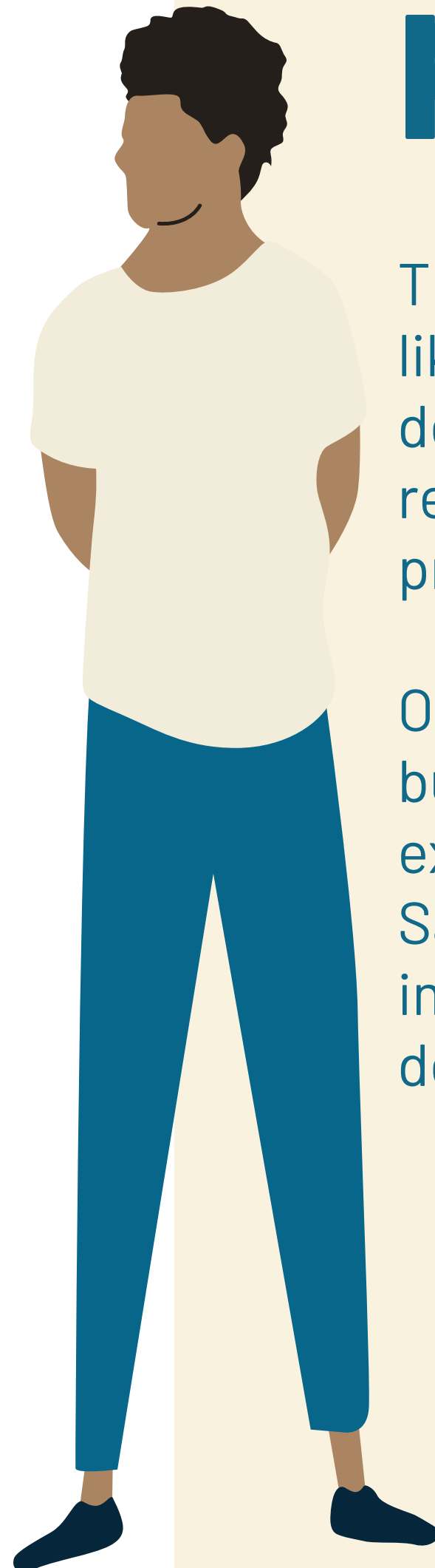


# What will it help me do?

*"In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment."*  
(Dweck, 2015)

## **Developing a growth mindset will:**

- Make you more successful
- Increase your self-awareness
- Positively impact on your ability to learn



# Who is the programme for?

This bootcamp has been designed for anyone who would like to experience profound personal and professional development. You'll graduate with increased confidence and resilience, reduced anxiety and the future skills you need to progress your career.

Our students are from a wide range of leading global businesses and typically have 5-10 years corporate experience across a range of functions including Marketing, Sales, Product and mid-level management. The most important requirement, however, is an open mind and a desire for self-improvement :-)

## How will I learn?

You'll attend live online classes led by inspiring experts in their field and spend time developing your skills through reflection, discussion, feedback, experimentation and group support. There will also be opportunities to network with your peers from different brands.

**97% of previous students say the programme provided excellent value for time spent**

## What's the time commitment?

The Growth Mindset Bootcamp is delivered virtually and will require a commitment of four hours per week (including live classes, activities, task work feedback and coaching) for 6 weeks.

## What to expect

Once enrolled on the programme you'll identify specific areas you want to develop both personally and professionally and outline a business challenge to focus on.

“One of the best learning experiences these last few months”

Digital Marketer, Atlantic Grupa

**coteam**  
coteam.org

**COMMUNICATION** 🗣️  
How do we agree to communicate with one another for both urgent and non-urgent tasks?

Urgent 🕒  
Slack #Firebreak  
Watercooler  
#Social  
Email - Non urgent  
Zoom - No spectators 🚫

**ORGANISATION** 🏢  
What additional processes do we need to put in place to keep ourselves organised and which ones can we remove?

Asynchronous Project Management  
SIGN OFF

**TOOLS** ✂️  
Which platforms do we agree to use for collaborative work?

Google drive  
- Documents  
- Spreadsheets  
Zoom video calls 🗂️ (no more than 3hrs per day)  
Slack  
All comms  
Email

**MISSION** 🏔️  
What is our primary mission as a team?

To support one another through these difficult times. 😊

**ALIGNMENT** 🎯  
What is our main goal? What do we need to achieve together and by when?

Objective 🎯  
Improve customer satisfaction score from NPS17 > NPS30 by Sept. Key results n > 5000

**EMPATHY** 🤝  
What can we learn about one another? How can we practice empathy to each other's needs, wants and fears?

Elle - training for marathon  
Sam - keen baker  
Nigel - looking for someone to play COD.  
Nick - worried about family in Oz.

**COTEAM CHARTER**

MacBook Pro

Lee Denny  
Nicholas Villani  
Nigel Smith  
Ellie Smith  
Sam Asplen

		MODULE 1 LOOKING INWARDS		MODULE 2 LOOKING OUTWARDS		MODULE 3 LOOKING FORWARDS		
Live Class (☺)	Getting Started	Growth vs Fixed Mindset	Whole Person Leadership	Effective Communications	Influencing Without Authority	New Ways of Working	Making Change Stick	Looking Back
Topics (🗨️)	<ul style="list-style-type: none"> <li>- Programme outline</li> <li>- Expectations and requirements</li> <li>- Introduction to Head, Heart, Body, Soul</li> <li>- Thinking like an entrepreneur</li> <li>- Power of meditation</li> </ul>	<ul style="list-style-type: none"> <li>- Developing Tiny Habits</li> <li>- Leadership vs Management</li> <li>- Leading from within</li> <li>- Building resilience</li> <li>- Creating space for innovation</li> </ul>	<ul style="list-style-type: none"> <li>- Leading from the Head, Heart, Body and Soul</li> <li>- The power of visualisation</li> <li>- Managing stress and anxiety</li> <li>- Avoiding burnout</li> </ul>	<ul style="list-style-type: none"> <li>- High performing remote teams</li> <li>- Asynchronous communications</li> <li>- Creating psychological safety</li> <li>- Aligned autonomy</li> <li>- Non-Violent Communications</li> </ul>	<ul style="list-style-type: none"> <li>- Active listening</li> <li>- Developing stakeholder empathy</li> <li>- Dealing with conflict</li> <li>- Circles of influence</li> <li>- Saying 'no' effectively</li> </ul>	<ul style="list-style-type: none"> <li>- Rapid experimentation</li> <li>- Applying agile methodologies and frameworks</li> <li>- Keystone habits</li> <li>- Think Big. Start Small. Scale Fast.</li> <li>- Avoiding plan continuation bias</li> <li>- Task prioritisation</li> </ul>	<ul style="list-style-type: none"> <li>- The progress principle</li> <li>- Overcoming barriers to change</li> <li>- Motivation 2.0</li> <li>- Creating momentum for change</li> </ul>	<ul style="list-style-type: none"> <li>- Reflecting on our journey (After Action Review)</li> <li>- Celebrating success (and failure)</li> <li>- Developing a culture for learning</li> </ul>
Growth Mindset Skills (🌱)	Hypothesis driven thinking	Curiosity	Seeking and receiving feedback	Building and maintaining trust	Collaboration and communications	Attitudes toward risk and failure	Becoming an agent of change	
Wellness Drop-in Sessions (🧘)		Reflection	Meditation	Yoga	Sophrology	Nutrition	Positive Visualisation	
Learning Kit (📖)	✓	✓	✓	✓	✓	✓	✓	✓
Task (📝)	Identify a business challenge		Individual Task: Personal Leadership Canvas		Individual Task: Stakeholder Empathy Map		Group Task: Transformation Roadmap	
Group Coaching (🗣️)			✓		✓		✓	
Reflection Journal (📅)	✓	✓	✓	✓	✓	✓	✓	





# What to expect

Once enrolled on the programme you will clearly identify areas that you specifically wish to develop, both personally and professionally, and outline a specific business problem you'd like to focus your efforts on.

Each week of the programme is structured to help you try new things and develop new habits. The cadence of each week is as follows:

30 min - Learning toolkit 

30 min - Pre-class activity 

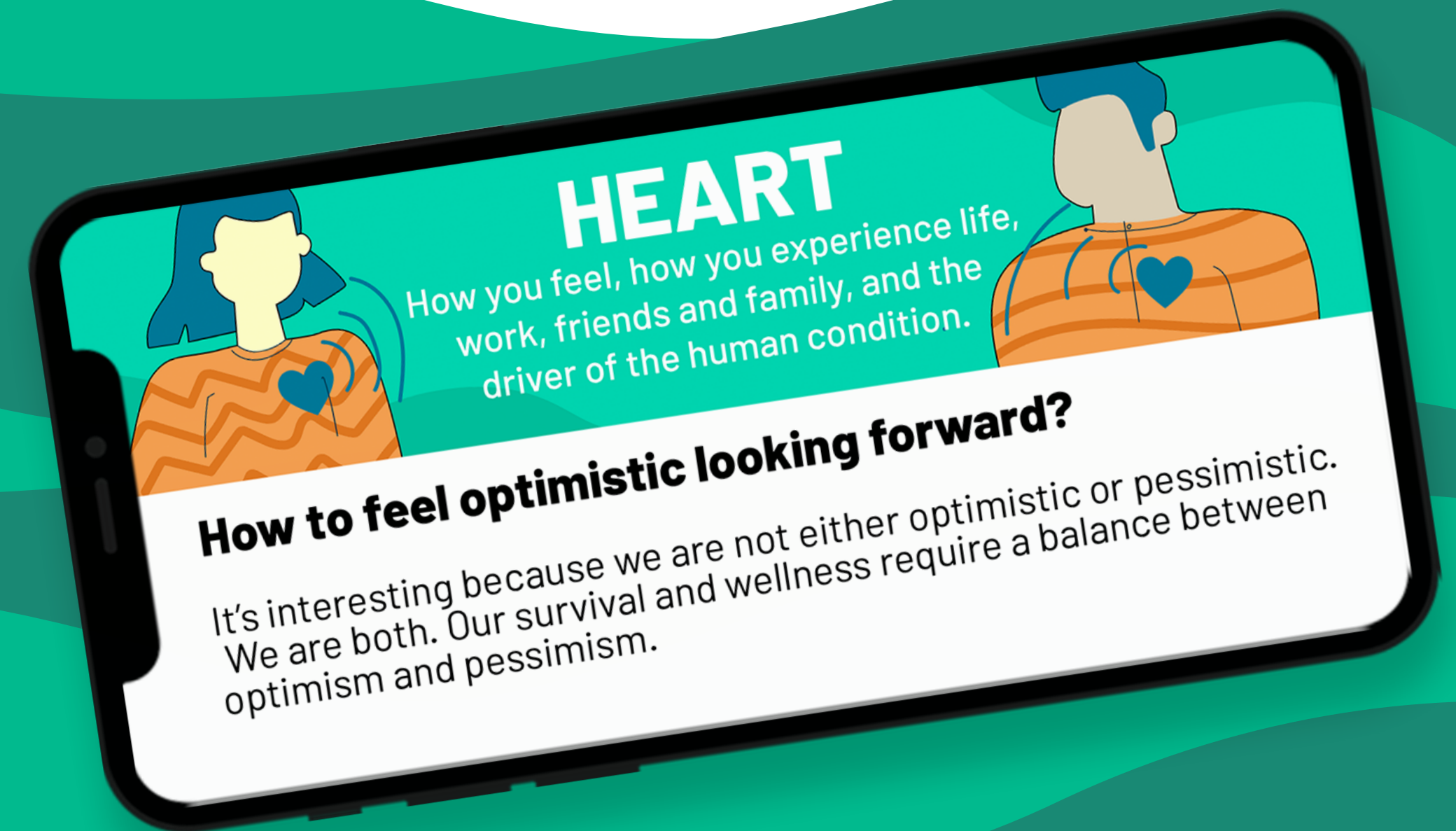
60 min - Live workshop 

60 min - Task work 

30 min - Self-reflection 

30 min - Peer feedback 

You will receive individual feedback on their reflection journals and module tasks from one of our coaches, and will have access to dedicated community support throughout the journey.



# What will I achieve when I graduate?

By the end of the programme you'll develop sustainable skills and have a better understanding of your personal workplace traits and how you collaborate with others. Previous participants have discovered new ways of working, boosted productivity, resilience and overall wellbeing.



# Meet the team

Below are some of the experienced facilitators and speakers who will be a part of your journey.



**Hazel  
Swayne**

Hazel has designed and facilitated transformational learning experiences for organisations such as Google, TUI, Spotify, Disney, Hyper Island, and Dentsu Aegis Network.



**Neil  
Perkin**

Neil is a Digital Transformation expert and author of two best-selling books on the subject, 'Building The Agile Business' and 'Agile Transformation (Kogan Page).



**Celynn  
Morin**

Celynn has been delivering workplace wellbeing programmes for over two decades. She is a registered dietitian and award-winning, international speaker.



**Nick  
Villani**

Nick is one of the founders of Coteam and an experienced leadership coach. He is incredibly passionate about designing learning experiences that drive real change.



# How do I enrol?

Speak to your manager or HR team and contact [louis@coteam.co.uk](mailto:louis@coteam.co.uk)