



# PrimaryMindset Indicator

The Art of Leadership Maturity

*“The lens that you look through in your relationships  
is colored by the mindset you rely on most.”*  
—Susan Curtin

# Primary Mindset Indicator

**Are you winning business but losing money? Are you outperforming your team but underperforming on your strategy? Does the whole of your business ultimately add up to more than the sum of its parts?**

Today's leaders have leaner teams but beefier goals. Leveraging the very best out of each and every employee is a must, not a should. Leaders need an actionable framework which addresses these key issues:

1. Dealing with daily challenges
2. Keeping the organization moving cohesively forward
3. Achieving the overarching goal of improved results

This actionable framework allows leaders to:

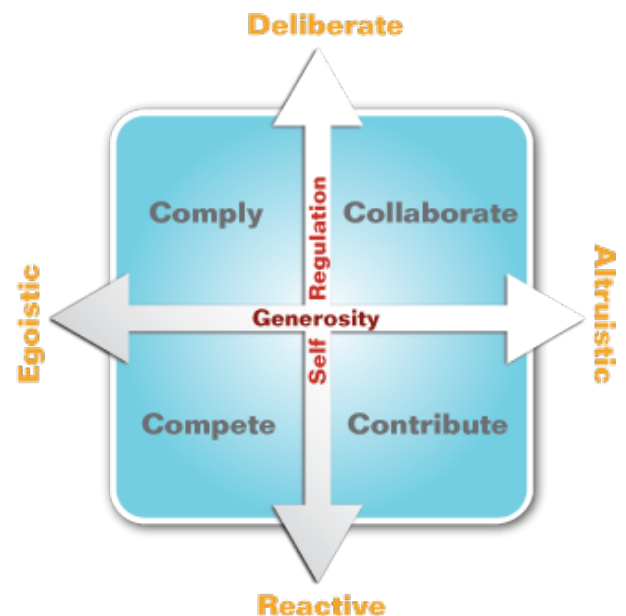
1. Apply their talents
2. Gather the best collective thinking from their teams

What benefits leaders is not merely a list of good leadership practices; leaders benefit from mental models that help them derive value from collaborative decision making and problem solving.

The **Primary Mindset Indicator**<sup>®</sup> uses mental models to introduce a framework, concrete examples, and patterns of thought and conversations to bring about consistent collaboration.

Developing collaborative leadership is more than acquiring content. The goal is to build leadership capacity. The breakthrough of understanding for Insights4Results is that collaborative leadership development should focus on three areas:

1. Skills and abilities for collaboration, such as:
  - Solving problems with the people who are most affected by the decision
  - Building relationships with stakeholders across the organization
  - Establishing meeting practices that enforce collaboration and include the full participation of everyone



## 2. Mental Models

- Understand how the Primary Mindset Indicator enables personal responsibility for collaborative leadership

## 3. Tools and processes

- Apply the Accountability Flowchart to implement effective decisions and execution
- Apply the PMI process for moving from competitor to collaborator

### What participants will be able to do differently at work:

- Choose when and how to actively collaborate in order to best serve organizational goals
- Precisely assess team members ability to collaborate, and how to improve their teamwork
- Apply targeted managerial behaviors for optimal collaboration and results

### Benefits for participants:

- Learn your primary mindset, where you go first when making decisions
- Learn the tools, techniques in creating more collaborative relationships
- Create a collaborative culture within your organization
- Increase employee engagement and obtain your organization's results
- Precisely define how to personally foster an environment of collaboration

## Collaboration

The ability to effectively combine time, effort, ideas, money, and talent in order to produce results that exceed the sum of the contributors.

### Services available:

- Training - One or two day training programs for supervisors through executives leaders
- Assessment - Ability to identify your primary mindset
- Executive Coaching - Opportunity to delve deeper in expanding your collaboration skills
- Organization Development - Creating a collaborative work culture

The **Primary Mindset Indicator**<sup>®</sup> (PMI) is an accessible and applicable model for becoming an effective collaborator - an effective leader

“*Learning the PMI ultimately moved my consciousness from a position of wanting to win and prevail to a position of collaboration, which enabled me to chart a new course for myself and for my team. It enabled me to find my own insights and the personal strength to take the difficult tasks confronting me and revolutionize my management style and to ultimately become the change that I was seeking to initiate in others.*”

—James Barker  
Administrative Director Nephrology Programs, UCSD

# Behind Every Good Result is a Great Insight.

LOOKING FOR A BOXED APPROACH? **YOU WON'T FIND IT HERE.**

Our approach is an exchange; an exchange of dynamic listening and deliberate question asking. We ultimately identify the key leadership and talent factors that influence your organization's issues and successes. Then we apply our breadth of experience in working with companies like yours and people like you to develop a model of your company's leadership culture, language, symbols and values.

As partners, we collaborate with you to mold, customize, and implement an application uniquely designed for your people, values, and systems, and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as it enhances your results.

## OUR CLIENTS INCLUDE:

Children's Hospital, San Diego	PETCO Animal Supplies
L-3 Interstate Electronics Corp	Ametek
Alcon Laboratories	City of Poway
Sony Electronics	Kleinfelder Engineering
T-Mobile	Barney & Barney
Cox Communications	J.R. Filanc Construction
HHSA, County of San Diego	San Diego State University
City of Chula Vista	UC San Diego
San Miguel Fire District	Cal State San Marcos
Mission Federal Credit Union	TEC Worldwide
Scripps Bank	AIG/SunAmerica
Discovery Bank	ITW Space Bag & Valeron



**Insights4Results**  
Developing Leadership Talent & Succession