



Leadership Mindset

Improving decisions through clearer thinking and better leadership

Better decisions shape better outcomes

The quality of an organisation's outcomes is closely linked to the quality of its decisions. Yet leaders can get in their own way. Biases, assumptions and familiar stories shape what we notice, how we interpret events and the actions we take.

This workshop starts with understanding how the mind works. Leaders then use reframing, distancing and coaching frameworks to improve their decisions and develop the judgement, trust and capability that help teams take ownership.

What participants gain

- Greater awareness of the biases, assumptions and labels influencing their decisions.
- Practical ways to step back, see the bigger picture and think clearly under pressure.
- A coaching mindset that helps others weigh options and explain their reasoning.
- Confidence to let go with clear expectations, decision boundaries and support.

Value for your organisation

The program is designed to strengthen the quality of thinking behind everyday decisions and develop a culture of leaders. Teams practise challenging assumptions, asking useful questions and taking responsibility within clear boundaries. One-to-ones and team meetings become opportunities to build judgement and learn from decisions.

The learning experience

Experience how the mind works The Human Advantage can open the program with a 60-minute, high-energy keynote. Interactive psychological illusions create curiosity and expose the gap between observation and interpretation.

Learn with each other Short teaching inputs and demonstrations lead into small-team discussion, coaching practice and reflection. Leaders bring a real decision or challenge to work on throughout.

Put it into practice Participants leave with an action to apply within seven days and an accountability partner to challenge thinking and support follow-through.

Program at a glance

Audience Emerging and experienced leaders and managers navigating complexity and uncertainty.

Format Choose a breakout focused on one module, a half-day workshop or a full-day session. Content and depth are tailored to your priorities and available time.

Resources Workbook provided. Small teams of 6–7 work with large pads and pens. Bring an open mind and a real leadership challenge.



Modules and learning outcomes

A progressive learning pathway: understand your thinking, improve how you approach decisions, then build the capability for others to do the same.

Learning focus	01 THINK BETTER	02 COACH BETTER	03 BUILD CAPABILITY
Purpose	Understand how your mind shapes decisions and where you get in your own way.	Step back, reframe decisions and lead with clearer judgement.	Develop leaders who exercise judgement and take meaningful ownership.
Core content	Biases and blind spots Anchoring, confirmation, sunk cost and status quo bias. Stories and labels Facts versus interpretations; assumptions and social influences.	Self-coaching Notice reactions and test your first interpretation. Perspective and time See the wider context, alternative options and long-term consequences.	Intent-based leadership "Here's what I intend to do, and why." Trust and ownership Purpose, expectations, authority, capability and decision boundaries.
Tools	Confident humility Act with confidence while staying open to evidence. Check the story What do I know? What am I assuming? What could change my mind?	Catch Challenge Change Notice the story, challenge it and choose your response. Reframing and distancing What would I advise someone else? What will matter in six months?	Question-based coaching Ask for reasoning, options and trade-offs. Values and accountability Connect choices to shared values; agree support and review points.
Practical application	Examine a live decision. Test assumptions with peers. Replace a label with an observable behaviour.	Reframe a real decision. Practise a coaching conversation. Use questions to improve reasoning rather than supply the answer.	Practise effective one-to-ones and team meetings. Agree expectations and transfer a decision to the team. Use accountability partners to challenge thinking.
Learning outcomes	Recognise a bias affecting your judgement. Separate evidence from interpretation. Seek a perspective that could change your decision.	Think more clearly under pressure. Consider wider and longer-term consequences. Help others explain and improve their judgement.	Let go with clarity and trust. Build decision capability in everyday conversations. Agree a seven-day action and a way to review learning.

Putting it together Apply the selected modules to a real challenge: question your thinking, improve the conversation and build ownership of decisions.