



Westpac Banking Group
Future Fit: Growth Mindset
Participant Overview

2021 Intake

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MELBOURNE

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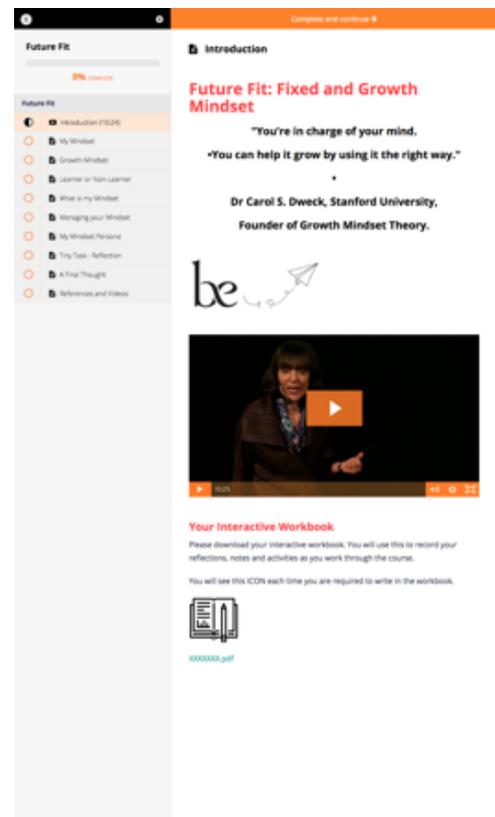
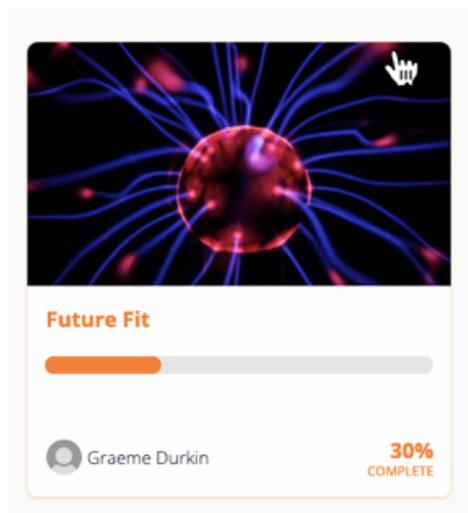
Future Fit: Growth Mindset Program

Welcome to the *Future Fit Growth Mindset Program*. We are delighted to have you participating in the program.

We're looking to support you during times of change, challenges, uncertainty and competing demands as your ability to respond has an impact on your wellbeing, and ability to thrive and grow, by building more productive habits to take active steps around your own future. To achieve this, Westpac have partnered with Be Learning to deliver this blended learning program.

Learning Outcomes:

- **Lead yourself and teams through change** and high degrees of uncertainty and identify opportunities for growth.
- Develop skills to **understand Fixed Mindset triggers and build behavioural agility** in both yourself and others.
- Build **psychological wellbeing and resilience**.
- Build awareness of **choices and motivation** for change.
- Use **coaching tools to help focus on growth**, and to increase your level of positive emotion to transition into a Growth Mindset.
- Set **clear, measurable and meaningful goals** with team members.
- Practice having a **development conversation** and receive specific feedback and coaching.



Program Structure

The program is delivered in **five phases**, with participants required to complete all phases.




30 mins

Phase 1: Launch Webinar

Groups of 25 attend a webinar to launch the program. You will be introduced to the concept of Growth Mindset and how to get the most from the program.




Approx.
60-90 mins

Phase 2: Online Course (Self-paced)

You will receive a link to complete the online Future Fit Growth Mindset Module (**if you don't receive it on this day please let us know**)

- The online course provides easy to navigate modules combining video clips, reflection activities, articles, an interactive workbook and access to Be Learning's exclusive Growth Mindset Card App, designed to help you explore and identify your most common fixed mindset triggers and develop strategies to build more productive habits.




30 mins

Phase 3: Motivate Goals Module & Coffee Conversation Motivate Goals Module

- You will complete the Motivate online module on Goals setting in preparation for phase 5 Live Lab.


30 mins

Coffee Conversation

- You will nominate a buddy who you trust and enjoy sharing your learning with and book in a 30 minute virtual coffee conversation.
- As learning buddy's, you will use the coffee conversation guide provided to track your mindsets and discuss your insights from Phase 2.




45 mins

Phase 4: Completion Webinar

Your group of 25 attends a webinar to discuss insights from Phases 1-3 and to discuss applying new learning on-the-job.




60 mins

Phase 5: Live Labs

You will attend a 1 hour Live Lab coaching session in groups of 5 where you have the opportunity to practice having a development conversation, applying the skills and principles you have learnt on Growth Mindset and the Motivate Goal Module.

better people.

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