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COURSE BROCHURE

Growth Mindset and Energy Management for Managers Training Course

29 March – 9 April 2027
Milan

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Ref: 1136_42789 **Date:** 29 March – 9 April 2027 **Location:** Milan **Fees:** 11100 GBP

Growth Mindset and Energy Management for Managers is a 2-week training course for managers and high-pressure professionals who want to sustain performance without burning out, and who each build a Personal Performance and Well-Being Plan. Longer hours, constant connectivity and repeated change have made recovery a leadership issue rather than a private one. The course is run by Jupiter Prime Training for leaders who set the pace that others follow.

Why Growth Mindset and Energy Management Matters Now

Three forces drive the subject today: always-on digital work that erodes recovery time, flatter organisations that load more decisions onto fewer managers, and employees who judge employers by how they treat fatigue and mental strain. Managers who renew their own energy and model a learning stance keep teams adaptable through restructuring and peak periods. Those who run on depletion make poorer judgements, lose talent and pass pressure downwards. The course draws on established models: Carol Dweck's growth mindset research, the four energy dimensions of physical, emotional, mental and purpose, the ABC model from cognitive behavioural practice, and the window of tolerance.

Who Gains Most from Growth Mindset and Energy Management

- Managers who carry targets through sustained peaks such as audits, launches or shutdowns
- Professionals whose decisions carry clinical, financial or safety consequences under time pressure
- Leaders responsible for setting meeting rhythms, response expectations and workload norms
- Specialists returning to high-demand roles after illness, parental leave or a period of strain
- Managers who coach others through setbacks, failed projects or difficult feedback

Leadership groups in finance, healthcare and energy operations gain most when several members attend together and agree shared norms for recovery, focus time and communication outside hours.

Growth Mindset and Energy Management Capabilities

Participants turn self-observation into deliberate routines that protect judgement under load and help others do the same.

- Assess personal energy across physical, emotional, mental and purpose dimensions — weekly scheduling choices
- Apply the ABC model to reframe setbacks and fixed-mindset triggers — responses to criticism and failure
- Design recovery rituals aligned with ultradian rhythms — protecting decision quality during peaks
- Calculate the cost of chronic overload on attention and errors — conversations with senior sponsors
- Build stress-regulation techniques such as paced breathing into daily routines — composure in high-stakes meetings
- Communicate team norms on focus time and after-hours contact — direct reports and peers

Key Growth Mindset and Energy Management Terms

- Growth mindset — the belief that ability develops through effort, strategy and feedback, rather than being fixed at birth.
- Energy audit — a structured self-review of when and why physical, emotional and mental energy rises or falls across a week.
- Ultradian rhythm — natural cycles of roughly ninety minutes during the day when focus peaks and then needs a short recovery.
- Window of tolerance — the zone of arousal in which a person can think clearly and respond rather than react.
- Allostatic load — the cumulative wear on the body and brain caused by repeated or prolonged stress responses.
- Habit stacking — attaching a new routine to an existing one so the new behaviour triggers reliably.

Growth Mindset and Energy Management Day by Day

Day 1: Performance Under Sustained Pressure

- Performance-Pressure Curve — Where Stretch Turns into Strain
- Sources of Managerial Load — Volume, Ambiguity and Interruption
- Personal Baseline Questionnaire — Starting Point for the Plan
- Organisational Cost of Depletion — Errors, Absence and Attrition
- Manager as Role Model — Signals Teams Read from Leaders

Day 2: Foundations of Growth Mindset

- Dweck's Fixed and Growth Mindset Research — Implications for Leaders
- Fixed-Mindset Trigger Mapping — Situations That Provoke Defensiveness
- Learning Goals Versus Performance Goals — Framing Stretch Assignments
- Effective Praise and Process Feedback — Encouraging Persistence in Others
- Neuroplasticity Basics — Evidence That Capability Can Grow

Day 3: Resilience and Setback Recovery

- ABC Model of Adversity, Belief and Consequence — Reframing Setbacks
- Explanatory Style Assessment — Permanent Versus Temporary Interpretations
- Post-Failure Review Method — Extracting Lessons Without Blame
- Support Network Mapping — Who to Call on Under Strain
- Bounce-Back Narratives — Learning from Recoveries in Healthcare and Finance

Day 4: Stress Physiology and Regulation

- Stress Response and Allostatic Load — Early Warning Signs in the Body
- Window of Tolerance Model — Recognising Hyper- and Hypo-Arousal
- Paced Breathing and Physiological Sigh — Calming Before Critical Conversations
- Cognitive Defusion Techniques — Loosening the Grip of Anxious Thoughts
- Pressure Rehearsal and Pre-Briefing — Composure in Crisis Meetings

Day 5: The Four Dimensions of Energy

- Personal Energy Audit — Physical, Emotional, Mental and Purpose Levels
- Sleep Hygiene Routines — Protecting Judgement on Long Assignments
- Nutrition, Hydration and Movement Breaks — Sustaining Alertness Through the Day
- Emotional Energy Drains and Sources — Relationships That Renew or Deplete
- Purpose and Values Alignment — Meaning as a Source of Stamina

Day 6: Focus, Attention and Recovery Cycles

- Ultradian Rhythm Scheduling — Ninety-Minute Focus Blocks and Pauses
- Deep Work Protection — Calendar Rules for Demanding Thinking
- Notification and Inbox Discipline — Reducing Attention Residue
- Micro-Recovery Practices — Two-Minute Resets Between Meetings
- Travel and Shift-Work Recovery — Managing Fatigue Across Time Zones

Day 7: Habits for Sustainable High Performance

- Habit Loop of Cue, Routine and Reward — Designing Durable Behaviour
- Habit Stacking and Implementation Intentions — Making New Routines Stick
- Keystone Habits for Managers — Small Changes with Wide Effects
- Tracking and Self-Monitoring Tools — Evidence of Progress Over Weeks
- Relapse Planning — Recovering Routines After Disruption

Day 8: Leading Team Energy and Psychological Safety

- Team Energy Pulse Checks — Spotting Collective Fatigue Early
- Psychological Safety Practices — Encouraging Experimentation and Candour
- Meeting Hygiene Standards — Shorter, Fewer and Better-Prepared Meetings
- After-Hours Contact Norms — Agreements on Response Expectations
- Recognising Burnout Signals in Others — When to Refer for Support

Day 9: Boundaries, Priorities and Sustainable Workload

- Workload Negotiation Scripts — Declining or Deferring Without Damage
- Energy-Based Prioritisation — Matching Tasks to Peak Hours
- Delegation for Development — Freeing Capacity While Growing Others
- Boundary Setting with Senior Stakeholders — Protecting Recovery Time
- Seasonal Workload Mapping — Preparing for Known Peaks

Day 10: Practising the Personal Performance and Well-Being Plan

- Energy Audit Review — Applying the Four Dimensions from Day 5
- Setback Reframing Exercise — Applying the ABC Model from Day 3
- Focus Week Design — Applying Ultradian Scheduling from Day 6
- Team Norms Proposal — Applying Leadership Practices from Day 8
- Personal Performance and Well-Being Plan Completion — Commitments Shared with a Sponsor

Applying Growth Mindset and Energy Management After the Course

- Run a two-week personal energy audit, then restructure the calendar into ninety-minute focus blocks with scheduled micro-recovery breaks.
- Facilitate a team session to agree meeting hygiene standards and after-hours contact norms, then check the team energy pulse a month later.

Growth Mindset and Energy Management Questions FAQ

What is growth mindset and energy management for managers, and why does it matter now?

It is the practice of treating ability as developable and energy as a resource to renew deliberately. It matters now because constant connectivity and leaner structures leave managers less recovery time while asking them for better judgement.

Which roles gain most from growth mindset and energy management training?

Managers and professionals in sustained high-pressure roles gain most. Leaders in finance, healthcare and energy operations, and anyone who sets team rhythms or coaches others through setbacks, apply the routines straight away.

How does growth mindset and energy management differ from a time management course?

It manages energy and beliefs rather than only minutes and task lists. Time management courses rank tasks and schedules; this one addresses recovery cycles, stress physiology, setback reframing and the team norms that sustain performance.

What do you bring back from growth mindset and energy management training?

You bring back a personal plan with an energy audit, recovery rituals, focus routines and proposed team norms. You can share it with a sponsor or coach and review it after your next demanding period.

Growth Mindset and Energy Management: The Way Forward

The Personal Performance and Well-Being Plan first informs how a manager structures the coming month's calendar around peaks and recovery. Managers use it with a coach, sponsor or trusted peer who checks progress. After its first use, the perspective worth revisiting is which habits held under real pressure and which need redesigning before the next demanding season.