



# MENTAL MODELS STRATEGY

## PROGRAMME (MIMS)

Break the cycle of past thinking





## GOING FURTHER WITH LEADERSHIP DEVELOPMENT

### MENTAL MODELS STRATEGY PROGRAMME (MMS)

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#### OVERVIEW:

The CEDEP MMS is an innovative, highly relevant 2.5 day programme that gives participants a key strategy in helping organisations experience successful transformation in today's ever changing and uncertain world – how to use and shift one's mental models. Mental models are how we interpret the world, solve problems and simplify complexity. They are the framework of our decision-making. If we use the wrong mental model, important problems become impossible to solve. Mental models don't only exist in our minds but also lead to actions that become established into organisational business practices by leaders and employees who have shared mental models. People construct these mental models of reality often without awareness of it, and because of this, mental models are difficult to understand and change.

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#### SUMMARY:

Question assumptions and unlock yourself, your team, and your organisation's potential

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#### IDEAL PARTICIPANT:

The CEDEP MMS Programme is for leaders, transformation managers, human resources managers at the senior executive level in an organisation.

It is for senior executives who understand that their leadership style and decisions have an enormous impact on their organisation. They want to learn the skills to improve their contextual understanding of situations, and interaction with others, to drive growth and take advantage of change.

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#### FORMAT:

In-person

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#### LOCATION:

CEDEP campus in Fontainebleau, France

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#### DURATION:

2.5 days

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#### LANGUAGE:

English

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#### SET UP:

This programme can be experienced in two ways

##### Multi-company programme

To share insights, experiences and knowledge with other companies across varied industries

Or

##### Custom programme

Highly personalised solution based on your culture, current business challenges and strategic issues

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#### PROGRAMME CO-DIRECTORS:



**BÉATRICE ROUSSET**  
Specialist, consultant and speaker in individual and collective transformation issues



**PHILIPPE SILBERZAHN**  
Professor, EM Lyon Business School, recognised expert in innovation, entrepreneurship and corporate transformation





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#### MAIN OBJECTIVES:

This innovative, transformative hands-on programme will give participants a new managerial competence, the use of mental models, and how to use this competence to innovate and adapt in the new normal. Participants' will become more aware and make positive shifts in themselves, and as a consequence, in other people in their organisation in order to lead with a strategic edge.

Through analysis of their own mental models, participants will understand:

- Why people think, behave and react in a certain way
- The profound role mental models play at the individual, group and societal level
- The enormous impact mental models have on decision-making processes, operational efficiency and company outcomes.

Participants will learn new mental models and how to use these new models to unlock action, cut through the noise and identify the best decisions to make. They will be guided through different actionable tools, including alternative models that will provide them with a concrete roadmap to create change. After the programme, they will be able to recognise where models are creating obstacles in their organisation, and how to drive mindset and operational change to overcome them.

Learning to use these mental constructs is a required skill for the future in order to reposition oneself and the team quickly when facing challenging situations. It will give participants new insights on how to move their organisation forward.

#### LEARNING JOURNEY:

The programme is comprised of practice-based workshops driven by participants real-life challenges and questions. Through a series of exercises, participants will learn how to recognize their mental models and then understand the impact they have on how they process and comprehend information. After exposing their mental models that define how they operate, they will learn new mental models (new ways of examining situations) to broaden their framework for solving problems. They will then go through an exercise with different steps to become skilled at implementing innovation with a new mindset. Learning about mental models help participants:

- Identify mental model blocks and turn them into positive solutions
- Increase awareness to understand situations and people from wider angles to make better decisions
- Avoid stagnation by getting left behind using past methods and have the confidence and strategies to better optimize systems to instigate growth
- Create value by managing people differently
- Become a change agent to drive cultural change in their organisation

At the end of their learning, participants develop an approach to make incorporating mental models into daily operations a systematic change across their entire organisation.



REPUBLIC FRANÇAISE

The CEDEP has the label of the French government QUALIOPi which certifies the quality of the processes implemented in our programmes for talent development

Learn to innovate  
and adapt in the new  
normal by challenging  
current mental models  
in yourself, your team,  
and your organisation  
to identify blocks

