THE GROWTH GROUP, LLC | LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

Mindset Matters and Possibility Thinking

A development series for organizations that want people to think constructively, lead confidently, and see what is possible.

The way people think shapes the way organizations perform

Organizations depend on more than strategy, systems, and resources. Results are also shaped by how people interpret events, respond to pressure, approach problems, and work with one another. The thoughts and assumptions people bring to work influence the decisions they make, the risks they take, the feedback they accept, and the possibilities they are able to see.

When thinking becomes defensive, fixed, or narrowly focused on problems, people can default to protecting what they know rather than learning, adapting, or improving. A constructive mindset does not ignore difficulty. It helps people meet it with greater resilience, curiosity, ownership, and a willingness to consider new paths forward.

Why mindset matters

Mindset influences both individual performance and the culture in which that performance happens. It affects whether a setback becomes a reason to stop or an opportunity to learn; whether feedback feels like criticism or useful information; and whether constraints end a conversation or prompt creative problem-solving. Leaders have particular influence because the way they think, communicate, and respond helps establish what an organization rewards, tolerates, and expects.

What Mindset Matters and Possibility Thinking is

Created and led by Carl F. Hicks, Jr., Ph.D., Mindset Matters and Possibility Thinking is a 25-topic development series that helps professionals examine the thinking patterns behind their behavior and performance. It moves from understanding mindset and developing a growth-oriented response to expanding possibilities, translating ideas into action, and building habits and workplace conditions that sustain change.

25 TOPICS | **Online resources for each theme | Online session with Carl every six weeks**

What your organization gains

- **More adaptable thinking.** People learn to recognize assumptions, reframe challenges, and respond constructively to change.
- **A stronger learning culture.** Feedback, mistakes, and setbacks become sources of information and improvement.
- **Greater creativity and ownership.** Teams move beyond problem fixation, explore alternatives, and take practical steps toward solutions.
- **More intentional leadership.** Leaders model the habits, language, and behaviors that make growth and collaboration part of everyday work.

A practical progression

Twenty-five topics that connect personal mindset with organizational possibility.

How the series works

Online resources are provided for each theme. Every six weeks, participants come together for an online session with Carl F. Hicks, Jr., Ph.D. The resources give participants material to review and consider between sessions; the recurring online conversations provide an opportunity to engage with Carl and continue the learning across the series.

1. Explore	2. Consider	3. Discuss
Online resources introduce each theme and its central ideas.	Participants reflect on how the ideas relate to their work and leadership.	An online session with Carl every six weeks supports continued engagement.

The 25 topics at a glance

Five connected areas move from personal awareness to sustained growth and organizational change.

1. Understanding Mindset

Topics 1–5 | How thoughts, perspectives, internal stories, stress responses, and identity shape behavior and performance.

2. Developing a Growth Mindset

Topics 6–10 | How people move beyond fixed thinking, use the brain's capacity to learn, reframe mistakes, seek feedback, and coach others.

3. Possibility Thinking

Topics 11–15 | How to shift from problem focus to possibility, generate alternatives, work with constraints, and create solutions collaboratively.

4. Turning Possibility into Action

Topics 16–20 | How to translate vision into goals, run low-risk experiments, act with courage, learn from setbacks, and build a supportive culture.

5. Sustaining Growth

Topics 21–25 | How daily practices, energy, environment, accountability, and a personal mindset playbook make change more durable.

From individual mindset to organizational possibility

A shared approach to thinking, learning, adapting, and working together.

Built as a connected system, not a list

The topics reinforce one another. Greater awareness of thoughts, perspectives, and identity creates a foundation for growth. Growth-oriented responses make it easier to learn from feedback and mistakes. Possibility thinking opens new options; clear goals and small experiments turn those options into action. Daily practices, supportive environments, accountability, and leadership behavior help make the changes last.

THINK DIFFERENTLY	SEE POSSIBILITIES	TURN GROWTH INTO ACTION
Topics 1–10 Understand mindset and build growth-oriented responses.	Topics 11–15 Move beyond problem focus and explore new paths.	Topics 16–25 Set goals, experiment, learn, and sustain change.

Ways to bring it to your organization

- **Executive and leadership development.** Use the themes to strengthen how leaders interpret challenges, receive feedback, make decisions, and model growth.
- **Leadership team conversations.** Create shared language around possibility, accountability, experimentation, and learning from setbacks.
- **Workplace culture.** Connect individual mindset practices with the norms, cues, and behaviors that support collaboration and continuous improvement.
- **Ongoing development.** Use the online resources and six-week sessions to revisit ideas and reinforce their application over time.

About Carl F. Hicks, Jr., Ph.D.

Carl F. Hicks, Jr., Ph.D., created and leads Mindset Matters and Possibility Thinking. He is President and CEO of The Growth Group, LLC and its principal management consultant. Carl brings more than 35 years of executive coaching and management consulting experience, working with organizations ranging from emerging entrepreneurs to Fortune 100 companies to identify and develop managerial talent, strengthen work teams, and improve organizational performance. He holds a Ph.D. in Business Administration and an MBA from the University of Arkansas, and a BS in Management with distinction from Mississippi State University.

Start the conversation

How might stronger mindsets and possibility-focused thinking help your organization adapt, innovate, and perform?

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