



RECOGNIZED BY



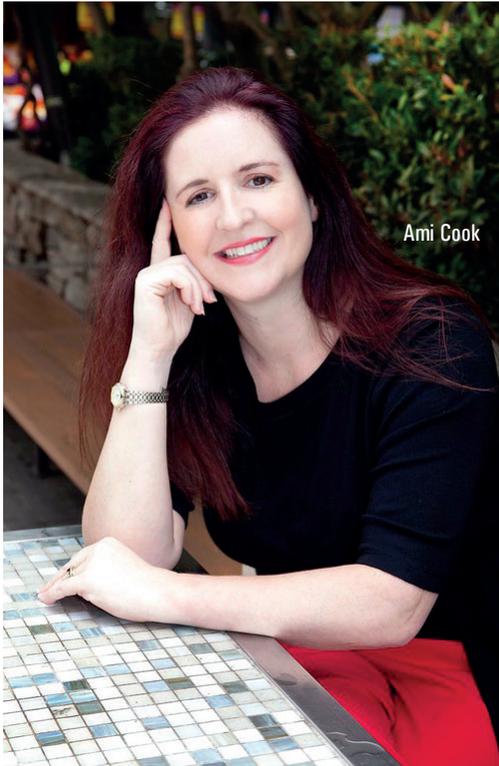
MindNavigator



RECOGNIZED BY



The annual listing of 10 companies that are at the forefront of providing Organizational Development consulting /services and impacting businesses



Ami Cook

they solve problems, MindNavigator adopts a unique Mind-First® approach that tackles root cause rather than symptoms. ‘Focusing on the mind first and targeting attitudes, beliefs, emotions and relationships allows us to challenge and change the thinking that drives behaviours,’ Ami says. By starting with the individual, employees are encouraged to discover their own leadership style and connection to the organisation’s purpose and values, as well as breaking out of old thinking patterns that thwart innovation. ‘Thinking differently is arguably our most influential future currency,’ she adds.

Ami also believes cultural change is a collective effort as increasingly complex environments call on staff at every level to exercise leadership. To that end, MindNavigator’s Mind-First® system takes an easily scalable digital approach, helping organizations create a growth mindset culture empowering all employees to collaborate in service of a shared strategic vision. As a cloud-based solution, the

technology works effectively even for a fully remote workforce.

Moreover, MindNavigator leverages the 10:20:70 approach—a well-established industry standard for effective personal development—which integrates into the work environment. The process incorporates individual online self-enquiry, group discussions and simple on-the-job practices selected from a comprehensive online library. This approach enables social connection and peer accountability and ensures new insights are converted to actions. Changes are measured by data points captured at the beginning and end of each change cycle. ‘We’ve shifted away from delivering content and ‘tell and sell’ to engaging employees in the real work of developmental change,’ underscores Ami.

At this juncture, the founder narrates some of the success stories that her company has crafted over the years. Legal giant King & Wood Mallesons engaged MindNavigator to support their vision of being ‘a great place to work and grow.’ In addition to developing leadership capabilities within their shared services teams to increase employee impact and the ability to implement new ways of working, the organisation needed to break down silos to enable greater efficiency, effectiveness and ideas sharing. After 6 months, 100 percent of participants reported both a reduction in siloed behaviour and

greater flexibility in the way they were operating and 90% of participants were experiencing greater levels of self-understanding. Ami continues to reel off positive stats and stories—an implementation with a leadership team at Sir Charles Gairdner Hospital in Western Australia that received an 83 Net Promoter Score, a tech firm that reduced attrition by more than 20 percent. ‘Our Mind-First® approach is very powerful,’ she asserts, ‘in fact between 70-90 percent of participants across all our programs are motivated to continue applying the approach as a ‘high priority,’ long after program completion.’

What’s more? Such positive success stories have now made MindNavigator a crucial industry partner of the Business School at the University of Technology, Sydney. MindNavigator’s transformation program is a core component of the business school’s Advanced MBA, supporting students in developing their personal mastery while building deeper relationships and collaboration skills with their cohort.

Keeping up with the recent mandates around remote working, clients can remotely roll out MindNavigator’s Mind-First® approach within their organization, all the way from launch through to post-implementation review. The company is fast emerging as a harbinger of success for organizations looking to fuel growth from within. 