

Case Challenge Overview

# Shifting Mindsets and Behaviors

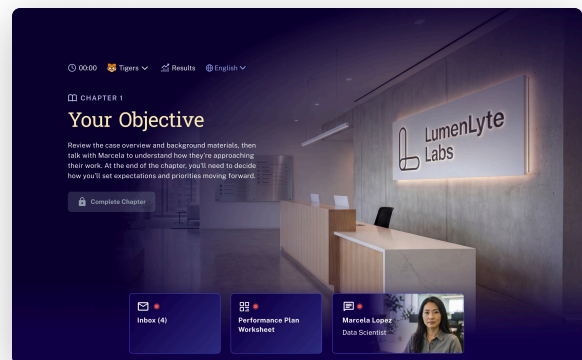
In this two-hour scenario, participants are challenged to influence key stakeholders of a cross-functional workflow. Participants practice navigating resistance, uncovering shared interests, and building alignment in moments that test leadership credibility.

**What learners will practice:**

- ✓ **Identify Stakeholder Interests:** Uncover what different individuals value and fear during change.
- ✓ **Build Alignment Through Influence:** Apply influence techniques to gain buy-in without relying on authority.
- ✓ **Translate Concerns Into Shared Messaging:** Synthesize individual perspectives into clear, cross-cutting messages that support organizational adoption.

**Why it matters**

When leaders focus only on process or outcomes, change efforts stall and resistance hardens. Shifting Mindsets and Behaviors equips leaders to uncover what truly drives stakeholder decisions and support, align competing perspectives, and move organizations forward through influence rather than mandate.



**Session Journey**

**Chapter 1: Influencing Others**

Step into a conversation with a direct report who is skeptical of a new standardized workflow. You'll **surface motivations** and **address resistance** by uncovering what truly matters beneath her surface-level objections.

**Chapter 2: Navigating Stakeholders**

Engage a colleague concerned with the cultural impact of the change. You'll balance credibility and empathy as you **explore concerns** and **build alignment** across seemingly disparate interests.

**Chapter 3: Aligning for Adoption**

After gathering perspectives, you'll synthesize shared interests into messaging for the organization. You'll **translate insights into clear talking points** that support alignment and implementation.

# Dynamic, Focused, and Unforgettable

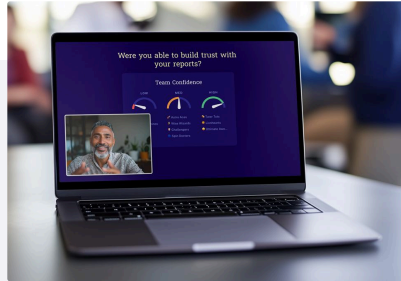
In Abilitie's two-hour **Case Challenges**, participants work in small teams to navigate chapters of a dynamic business dilemma. Guided by expert faculty, they face realistic leadership decisions, reflect on their choices, and apply new insights to build business skills through immersive, hands-on practice.



## Play

### Immersive, realistic scenarios

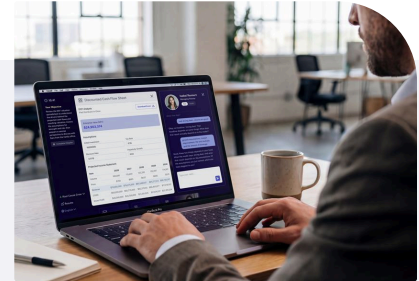
Participants step into realistic business scenarios, work in teams to navigate complex, connected decisions, engage with virtual stakeholders, and see how their choices shape the narrative.



## Reflect

### Guided expert debriefs

With guidance from seasoned faculty, participants review the decisions they made, compare outcomes across teams, and surface the leadership habits and thinking patterns that emerged.



## Apply

### Transferable insights for the real world

Participants connect their insights to real workplace challenges, identify practical actions they can use, and leave with greater clarity and confidence to apply what they learned.

## Why They Work

### ✓ A living storyline

Decisions unfold within a continuous narrative, letting decisions play out over time and shape what happens next.

### ✓ A flexible, compact format

Two-hour sessions offer rich, immersive learning that fits easily into busy schedules and can stand alone or integrate into broader programs.

### ✓ Coaching that sticks

Faculty-led debriefs translate observed behaviors into practical, actionable development moments.

### ✓ Human-led, AI-backed insights

Our adaptive AI analyzes participant dialogue and decisions to deliver real-time feedback and behavioral insights.

## Format Details

2 hours, instructor-led, cohort-based

8+ participants in pairs or small team

Modality: Virtual, or in-person

Facilitator: Abilitie Faculty or Certified Client-internal trainers

Propel your leaders to their potential today

Schedule time to discuss your organization's development goals with one of our experts. [hello@abilitie.com](mailto:hello@abilitie.com)