

**Think  
differently.  
Become  
extraordinary.**



**THE  
PACIFIC  
INSTITUTE®**





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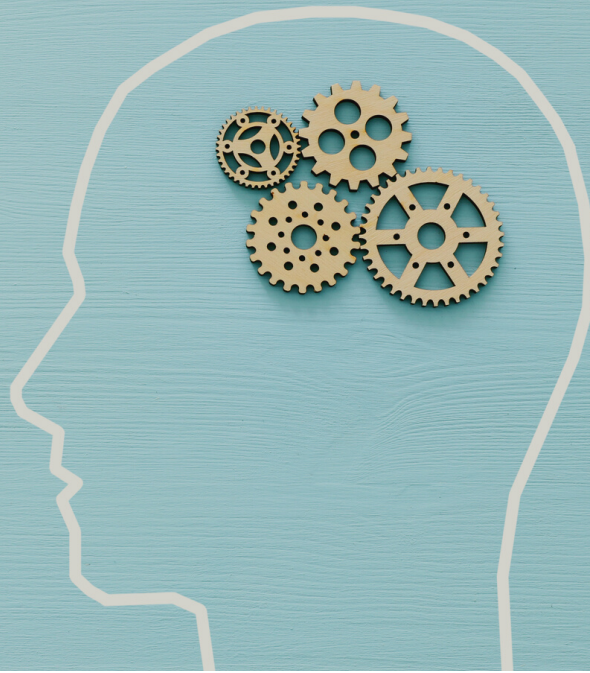
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## We Specialise in MINDSET

While others may acknowledge the role of mindset, The Pacific Institute® specialises in identifying and addressing mindset as a fundamental driver of behaviour, performance and wellbeing, for all.



The Pacific Institute® is delighted to announce that we can now bring all of our proven processes and tools to you via digital platforms to offer high quality e-learning experiences for individuals, communities and organisations.

We specialise in identifying and addressing mindset as a fundamental driver of behaviour, performance and wellbeing, across all levels of a community or organisation. The tools and processes we have developed are uncompromising in our commitment to optimising wellbeing, performance and in building effective mindsets.

We will bespoke your experience with us to enable the best performance outcomes for your community or organisation and create a productive, healthy and engaged participants.

### Why is MINDSET so important?

**Your mindset defines you. It never rests. It is involved in every decision, opinion and action you take. It leverages your talents, skills and education to determine your effectiveness. It influences your success, your relationships and your wellbeing. And it can do all of this without asking for your permission.**

## Typical outcomes associated with TPI<sup>®</sup> interventions

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Improved resilience and morale.

Reduced sickness levels and increased productivity.

Increased confidence, self-belief and motivation.

A more positive atmosphere within the workplace.

Builds entrepreneurial spirit.

Increased proactivity and willingness to volunteer for additional responsibilities.

Increased ability to successfully manage growth.

Improved team-working and communication.

Improved ability to manage stress.

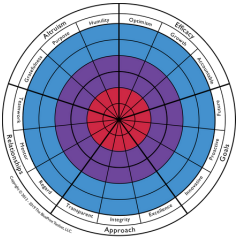


# Everything you need to take control of your future

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## Constituent Programmes and Processes from The Pacific Institute®:

### The BluePrint™ Assesment Toolkit (Cultural / Leadership / Personal)



The Pacific Institute®, in collaboration with its global partners and The University of Michigan, uses BluePrint™ to analyse the underlying beliefs and attitudes that give rise to behaviours at either a personal, leadership or organisational level.

Cultural BluePrint™, provides information for aligning your country's educational culture. The report provides a visual articulation of the culture that, as senior leaders, you would like to be present. It then benchmarks your current culture to highlight areas for realignment. The report also provides clarity on how to expand the enabling beliefs and reduce the limiting beliefs. As well as providing a clear picture of the possible gaps between the desired culture and the operating culture, each participating school can have its own unique culture mapped out separately.

The report and process around it are designed to:

- Build awareness and acceptance of the current culture and its impact on performance.
- Drive discussion and alignment around a desired culture, and provide a path to achieving that desired culture.
- Measure progress towards that desired culture.
- Provide overall data as well as subgroup data, revealing sub-cultures and counter cultures to focus development work, and identify leverage points.

## The Leadership Mindset™



The Leadership Mindset™ programme gives leaders and managers the opportunity to examine their leadership philosophies and how these impact not only their own performance, but also on the performance of those whom they lead. By clarifying their view of leadership and reflecting it back to them through the associated diagnostics, we will provide a framework for growth in creating the desired leadership impact. Once we have a firm grasp of our own mindset, and understand the mental tools available to us, we can focus on our leadership philosophy – that directly relates to our leadership approach and the impact on our direct reports.

The Leadership Mindset™ process can incorporate a BluePrint™ diagnostic to provide feedback on the thinking leaders use to lead, which directly impact and shape the beliefs of those around them. Results of the diagnostics can be integrated into the sessions to provide the opportunity to leverage strengths, while addressing limiting beliefs that are holding us back from becoming the most transformational leaders we are capable of being.

## Thought Patterns for High Performance 5.0® (TP5®)



TP5® focuses on the power of self-efficacy - the ability to create and sustain internal change and encourage a growth mindset. Facilitated discussions target mindset issues and guide participants to apply the concepts and principles to address current and future challenges. Participants should be able to:

- Understand that they are limited not by their potential, but by their ability to use their potential.
- Embrace higher levels of confidence and lower levels of anxiety and stress.
- Perform at levels that exceed both internal and customer expectations.



## The Mindsetting for Well-being & Performance™



A mindsetting programme centred on psychological and physical well-being tools to accelerate positive impact in all dimensions of wellness. Knowing that all well-being first starts with a growth mindset, this powerful programme provides participants with the skills to take charge of their futures.

"Mindsetting for Well-being & Performance" applies The Pacific Institute®'s proven mindsetting curriculum to the well-being PERMA model to drive results, enhance engagement and overcome areas where participants may be "stuck."

Flexible in its implementation, this curriculum uses a blended approach of synchronous and asynchronous e-learning. In addition to the core programme, three online reinforcement segments provide further depth and application of concepts.

## Invent Your Future® (IYF®)



The Pacific Institute's® highly renowned, online personal development programme for individuals incorporates the core learning from TPI's® curriculum. IYF® enables people to take a fresh look at their lives and equips them with tools to release the enormous potential inside of them.

The programme has been implemented with success in a variety of settings and has been particularly effective in:

- Helping people develop the motivation and self-belief to complete other training and find jobs.

- Equipping parents with better parenting skills.
- Helping employees gain the confidence to deal with change, improve their working relationships with colleagues and take more accountability for the impact of their own behaviour on the working.

## Mindsetting for Success & Well-being in the Digital Age™ - Student Programme



The way we think has a significant impact on our ability to utilise our full potential and make the most of our talents and abilities in all aspects of our lives. In this course, aimed at students, explores the foundations of how the mind works and “mindsetting” techniques associated with high performance, creating a growth mindset.

Learning a structured process helps change those habits, attitudes, beliefs and expectations that might be holding us back, and helps develop new ones that move us toward the life we want.

## Pathways to Excellence 2.0® (PX2®) - 14-19 year olds



PX2® instils young people, (14-19 age-group), with self-confidence, self-efficacy and a strong ethical centre. The programme builds strength of character and strong self-belief, so that young people can stand up against negative influences and maintain confidence in their own decisions. PX2® is a life-changing experience, promoting positive communication, building stronger relationships and equipping individuals with effective thinking skills that act as a springboard to a successful future.



The programme has 12 units and is delivered by a qualified facilitator using short video bursts, group activity, discussion and personal reflection. The content is vibrant and colourful with a music video “feel”, incorporating animation, graphics and music. The programme can be delivered very flexibly according to the needs of the group/organisation.

## MindBuzz - 11-14 year olds



MindBuzz™ provides a powerful toolkit to help young people (11-14 age group) deal with the issues they face. It helps them see that they have choices, and that they can take more control and can cause good things to happen in their lives if they want to. The programme has gained widespread acclaim from the educational community for its ability to enhance performance and raise standards through improving attendance, behaviour and participation.

As with all of The Pacific Institute®'s material, there is a strong link to the development of emotional intelligence. MindBuzz™ helps young people realise more of their potential by working to increase self-efficacy and life skills.

The programme can be adapted to suit flexible timetabling and delivery within educational organisations. Students learn the concepts via interactive activities, workbooks that encourage personal reflection and facilitated discussions that illustrate the curriculum in real life. In a fun and easily accessible way, the programme helps young people to form positive self-images, increase motivation, and change the restrictive attitudes that hinder success.

## Case Study 1 – The Manchester College

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**Manchester is a dynamic city with a great track record of economic success but, as with any large urban city, there are challenges of social inequality. The College had worked hard to maximise the recruitment, retention and learning outcomes for students so that they could gain access to the economic opportunities available.**

In 2003, TPI® was working with some of the most improved secondary schools in Manchester. The Manchester College (then known as MANCAT) was interested in finding out whether a similar impact could be achieved in a much larger and more complex organisation, and so engaged with TPI® to effect culture change across the College.

### Participants Views

“It exceeded expectations. The programme was thought provoking and I will use the tools to improve my efficiency at work and my personal well-being.”

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“Very thought provoking. I am learning to see things in a whole new light. Inspiring ways to change to improve both personal & work goals and achieve affirmations.”

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“Excellent programme to mentally re-engineer your thought process and beliefs.”

“The work The Pacific Institute® undertook in helping us clearly define and envision our ideal culture and then aligning our leadership, staff development and student performance to that end has seen the college go from strength to strength”

**Jack Carney, Deputy Chief  
Executive and Principal, The Manchester  
College**

### Organisation at a Glance

The College caters to over 60K learners across a very wide range of specialisations and locations. It is currently the largest organisation of its kind in Europe and one of the largest and most diverse FE Colleges in the UK.



## Results:

**35%** measured improvement in culture

Improvement in Ofsted rating to **Outstanding**

Ranking in the **top 5%** of colleges for inspection grades at the time

**Absence rates** for teaching staff **down** from 7% to 3%.

**Absence rates** for support staff **down** from 8% to 3%.

Teaching **staff turnover down** from 17% to 7%.

Support **staff turnover down** from 9% to 5%.

**Success rates** for 16-18 year olds **improved** by 7%

**Increased** confidence, self-belief and motivation of staff and students.

## Case Study 2 – Royal Berkshire NHS Foundation Trust

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**In 2014 CQC had deemed the trust to be ‘requiring improvement’. In the context of the Francis Report, published in 2013, which highlighted improvements necessary across the NHS, the Trust prioritised a number of key areas, including culture, behaviour and values.**

### Organisation at a Glance

Royal Berkshire NHS Foundation Trust is one of the largest in the UK, providing acute medical, surgical and specialist services across the Berkshire area. To date, approximately 800 staff members have been through the Investment in Excellence Programme.

In 2014, Royal Berkshire NHS Foundation Trust approached The Pacific Institute®. As was the case with so many public sector bodies, the period of austerity had brought serious challenges. There were human issues - low morale and a sense of not being able to do the job that the staff so passionately wanted to do. The Trust was deemed “requiring improvement” by CQC. Fatigue was high and resilience was low. On the horizon loomed more potential cuts and ever increasing, and complex, service user needs. Creating an engaged and reenergised workforce was deemed to be the foundation for rising to the challenges ahead.

### Results

The focussed approach by the Trust’s maternity directorate (Marsh Ward) has led to:

Staff sickness  
absences  
**reduced** by  
72%

Staff turnover  
**reduced** by  
an incredible  
50%

Staff appraisal  
completions  
**increased**  
87-100%

**‘Outstanding’**  
rating in  
Autumn 2017  
CQC inspection

Trust awarded ‘Chamberlain  
Dunn Learning Award for  
Education, Learning and

“The skills learnt last a lifetime and follow up after 12 months+ confirms this. Most report sustained behavioural change as well as changes in self-belief, confidence, optimism and self efficacy. TPI® programmes are exceptional in the long lasting impact they have on those that attend - more so than any other training programme I have ever delivered.”

**Christopher Plumb, Learning  
& OD Consultant, Royal  
Berkshire NHS Foundation Trust**

## Case Study 3 - Oldham Children's Fund & On-Track

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**Oldham Children's Fund & On-Track worked with The Pacific Institute® over a two-year period to improve parenting skills and opportunities for children.**

### Organisation at a Glance

A partnership between Oldham College, Oldham Council and social services, with the view to having direct impact on parenting skills and improving the opportunities for children.

A multi-ethnic and highly diverse community where English wasn't necessarily the first language brought specific logistical challenges. The Pacific Institute® was charged with impacting on clearly defined outcomes as defined in the 'Every Child Matters' (ECM) initiative.

The school's solution has comprised the introduction of STEPS® programmes. These programmes were translated into Urdu, with bilingual local STEPS® facilitators trained to target in excess of 100 families.

### Results

Independent evaluation reports of participants showed the following outcomes:

- A significant improvement in self-esteem
- A reduced depression level
- A significantly reduced anxiety level
- An increased confidence
- Improved relationships between parents and children
- An increased take up of training opportunities
- An increased take up of employment opportunities

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"I've now been promoted. I'm more confident - 'I can achieve the unachievable'. My children have noticed a difference in me. It has re-defined our relationship as a positive one."

**Participant - Oldham Children's Fund & On-Track**

## A Selection of Our Clients

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