**The C.L.E.A.R.™ Mindset Training: Proposal**

*(This letter is a template to help you communicate the advantages of attending* The C.L.E.A.R.™ Mindset Training *to your supervisors. Feel free to customize to your unique circumstances.*

*We’ll see you at the Live Event!)*

I’d like to enroll in The C.L.E.A.R.™ Mindset Training, the professional leadership development program specifically aimed at building the skills necessary to resolve workplace conflicts with confidence and ease, to open an innovative dialogue, and to co-create positive change from initial differences and disagreements.

The Training is in two parts: an online Course with seven Modules, followed by a three-day live Course November 17-19, in Barcellona). The online Course allows flexible learning with own pace and the Live Course ensures that the learning is crystallized by practical applications and classroom exercises.

The content is specified in the attachment.

The Value of the Total Program is 4990.00 € (specifically 1995.00 € for the online Course and 2995,00 € for the Live Course), but by registering within the next two weeks, we are able to benefit from a limited time offer, thereby receiving a free ticket to attend the Live Course when purchasing the Online Course. Details of our total investment are specified below.

Here are the reasons why attending The C.L.E.A.R.™ Mindset Training is a worthy expense and a good investment:

The C.L.E.A.R.™ Mindset Training **helps save time and money.**

Workplace disagreements, that often risk escalating into unconstructive confrontations and conflicts, are a major cost in every company (Gallup estimates the cost of workplace conflict to be in the order of 30 cents per payroll dollar).

In my role as people manager I am often faced with disagreements that turn unproductive or I am called in to mediate or arbitrate confrontations.

I believe that strengthening my skills and learning a proven method to transform disagreements into constructive dialogue can help us reduce some inefficiency, and save us time and money.

The C.L.E.A.R.™ Mindset Training **helps stimulate innovation.**

It is widely proven that diversity and differences of perspectives are the birthplace of creativity an innovation; however, meeting different opinions often leads to interpersonal tensions rather than curiosity and mutual learning. In this training we will learn methods to transform disagreements into co-creation of positive change.

The C.L.E.A.R.™ Mindset Training **helps reduce resistance to change**.

One interesting application of this Training Method is linked to tackling resistance to change; by validating different views and welcoming an open dialogue, we can learn to transform “change” into a mutual opportunity of engagement.

The C.L.E.A.R.™ Mindset Training **works.**

Based on a unique neuroscience-based Conflict Resolution Model, this Training includes a very practical and proven effective Five-Step Method that makes the application of the theoretical principles simple and straightforward.

The practical C.L.E.A.R. Method has been developed based on the experience of hundreds of international managers, leaders and change agents, who have been trained an coached according to the C.L.E.A.R. Model.

Some testimonials are also listed in the attachment.

The C.L.E.A.R.™ Mindset Training has a **limited time offer this year**, whereas I can also benefit from a free ticket to take along one of our key stakeholders (…)

This is an opportunity that we cannot miss. The two of us will bring back experience that can be immediately applied to the following business-relevant cases:

1. (fill) … e.g*. improve alignment in our project team*
2. (fill) … e.g. *stimulate more creative and open collaboration within the category*
3. (fill) … e.g. *tackle some poor performance and negativity linked to change and disengagement*

The estimated cost to attend The C.L.E.A.R.™ Mindset Training is:

Travel (flight to/from Barcelona and local transport/taxi) … € x 2

Hotel: (3 nights at ca. 200€/night)                                                                  … € x 2

Meals: (3 days, ca. 60 €/d) … € x 2

Registration (includes online Course )           1995 €

Total:                                                                                                   **… €**

I am requesting approval from you now, so we can take advantage of the Limited Time offer on The C.L.E.A.R.™ Mindset Training, saving clos to 6000.00 € on the total costs.

Thank you for considering this request.

Regards,

Attachment 1

In-Depth Master Course (1995,00 €)

7 modules, learn at your own pace

At the end of this course you will have learnt what are the skills to:

* **Be more influential** in difficult conversations:
	+ You will know how to state your views more assertively
	+ You will know how to respond to a provocation without being defensive
	+ You will know how to use active listening to co-create positive change
* **Feel less stressed**
* You will know how to clear your head of self-damaging thoughts
* You will know how to identify and overcome the assumptions that hinder your effectiveness
* You will know how to channel your irritation and negative feelings in a positive direction
* You will know the relaxation practices that will make you feel more optimistic and contagiously influent
* **Have a toolkit of strategies** to use in the different circumstances
* You will know how to encourage an open dialogue
* You will know how to create alignment instead of forcing an agreement
* You will know the difference between Push/Pull persuasion and discover your most authentic persuasion style
* **Be able to Address and Resolve Disagreements** with Ease
* You will learn how to prevent escalation of Complaints or Disagreements into Conflicts
* You will learn how to redirect negative energy to disempower it
* You will know how to realign everybody to the common interest
* You will know how to create acceptance, respect and collaboration in an open environment of trust
* You will know how to lead the **co-creation of an aligned resolutio**

3-Day Retreat Course (2995,00 €/person)

BARCELONA

17th-19th November

At the end of this course you will have **practiced and acquired the skills** to:

* **Be more influential** in difficult conversations:
	+ You will know how to state your views more assertively
	+ You will know how to respond to a provocation without being defensive
	+ You will know how to use active listening to co-create positive change
* **Feel less stressed**
* You will know how to clear your head of self-damaging thoughts
* You will know how to identify and overcome the assumptions that hinder your effectiveness
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* You will know how to lead the **co-creation of an aligned resolution**

Attachment 2

**Testimonials**

*“Life changer, truly. “*

**Antonio Garrido,**

CBM Mondelez, Spain

*“Conflict management is so much better now!”*

**Taale Nordbye**

Sales Manager, Mars, Norway

*“Sorted out an old conflict with difficult colleague, never seen him smile this much! Job done!“*

**Stephane de Bernouis**

IT Manager, Unilever, France

*The C.L.E.A.R. method is unique and it works!*

**Paola Cimegotto**

Lawyer, NL

*“I am no longer afraid of confrontations, I have gained confidence and I am more effective”*

**Tatyana Boneva Tsaneva**

Regional Head, Societe Generale, Bulgaria

*“Having a CLEAR approach I’m more relaxed …the counterpart can easily catch that feeling … and that is crucial!”*

**Antonio Candido**

Sales Manager Universal Pictures, Italy