



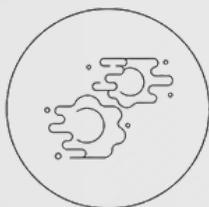
PROGRAM 2026

Building a High-Performance Culture

High-performing teams. Inspiring leaders. Results that last.

MOST CULTURE PROGRAMS DON'T FAIL. THEY FADE UNDER PRESSURE.

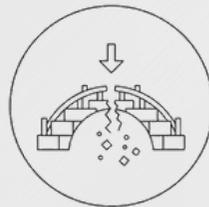
On paper,
everything
looks right.



Then priorities
collide.



Ownership
diffuses.



Trust erodes
under pressure.



And performance
depends on a few
exhausted heroes.

**High performance breaks down not because people don't care
— but because the system doesn't hold under pressure.**

OUR FOCUS IN 2026

We work where performance really lives:

Mindset. How people think and decide under pressure.

Behaviors. What actually happens in meetings, decisions and execution.

Structure. The clarity, ownership and rhythms that make performance sustainable.

Results. Not once – consistently.

1. HIGH-PERFORMING TEAMS

FROM BUSY AND FRAGMENTED TO ALIGNED, ACCOUNTABLE AND RESILIENT.

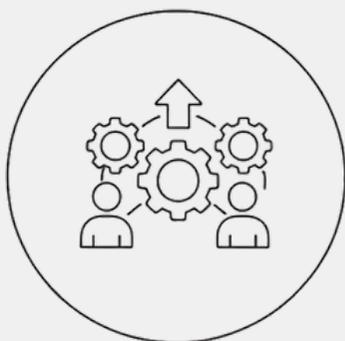
Many teams look active – but struggle to execute when it matters most.

Before (under pressure):

- Meetings without decisions
- Alignment that fades
- Ownership that's unclear

After:

- Clear priorities and ownership enable trust, collaboration and consistent execution – without heroics.



Teams learn and practice the 8 High-Performing Team Principles, creating habits that make performance sustainable.

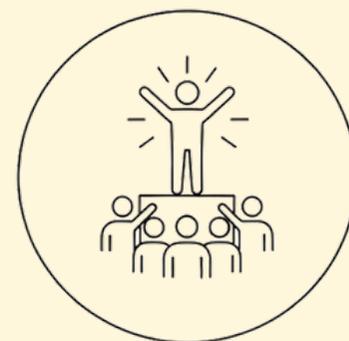
2. INSPIRING LEADERS

HIGH PERFORMANCE STARTS WITH HOW LEADERS SHOW UP – EVERY DAY.

Leadership isn't about intention. It's about impact.

We help leaders:

- Inspire trust and engagement
- Reduce friction and misalignment
- Create clarity, direction and ownership
- Turn leadership effort into consistent results



The shift: from carrying performance alone → to creating conditions where teams perform.

3. OFFSITES THAT DRIVE IMPACT

DEFINING MOMENTS THAT SHAPE WHAT HAPPENS NEXT.

Too many offsites create great conversations – and little change.

Our offsites:

- Create real clarity and alignment
- Enable honest dialogue and better decisions
- Translate insight into concrete actions
- Anchor ownership beyond the event



Outcome: momentum that continues long after the room clears.

4. EXPERIENTIAL & OUTDOOR WORKSHOPS

LEARNING THAT REACHES WHAT BOARDROOMS CAN'T.

In carefully designed outdoor and experiential settings, teams and leaders:

- Reset and gain perspective
- Build trust through real connection
- Strengthen resilience, focus and energy
- Access insights unreachable in traditional environments



Reflection turns into momentum – because learning is embodied, not theoretical.

HOW WE WORK WITH ORGANIZATIONS

**ENGAGEMENTS ARE MODULAR.
THEY CAN STAND ALONE — OR COMBINE
INTO LONGER DEVELOPMENT JOURNEYS.**

HIGH-IMPACT WORKSHOPS

FOCUSED SESSIONS WITH TOOLS TEAMS AND LEADERS CAN USE IMMEDIATELY

90-DAY BOOSTERS

STRUCTURED JOURNEYS TO DIAGNOSE, ALIGN, IMPLEMENT AND EMBED LASTING CHANGE

OFFSITE FACILITATION

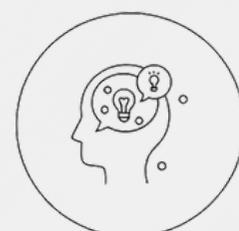
END-TO-END DESIGN AND FACILITATION FOR LEADERSHIP AND TEAM OFFSITES

EXPERIENTIAL & OUTDOOR WORKSHOPS

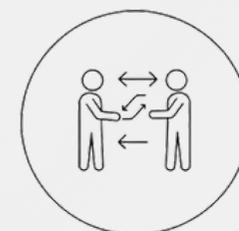
IMMERSIVE LEARNING THAT DEEPENS CONNECTION AND PERFORMANCE

DESIGN PRINCIPLE

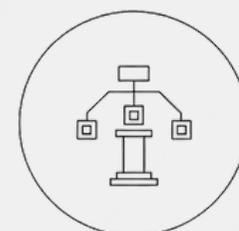
Mindset.



Behaviors.



Structure.



Results.



WHAT THIS CAN LOOK LIKE

EXAMPLE 2026 SIGNATURE JOURNEYS

A LEADERSHIP TEAM GROWING FAST — BUT DECISIONS WERE BOTTLENECKED AT THE TOP. SIX MONTHS LATER, CLARITY REPLACED URGENCY AND EXECUTION NO LONGER DEPENDED ON THE CEO.

FROM ALIGNMENT TO HIGH PERFORMANCE (3–6 MONTHS)

A COMBINED TEAM WORKSHOP AND 90-DAY BOOSTER,
INCLUDING DIAGNOSIS AND PRACTICAL TOOLS.

- **Typical starting point:** alignment without execution.
- **After:** clarity, ownership and consistent follow-through.

INSPIRING LEADERS FOR GROWTH & CHANGE (3–6 MONTHS)

LEADERS COMPLETE DIAGNOSIS AND FOCUSED DEVELOPMENT,
FOLLOWED BY 90 DAYS OF SUPPORT.

- **Typical starting point:** leaders carrying too much.
- **After:** leaders creating environments where teams thrive.

TEAM RESET & STRATEGIC OFFSITE

FACILITATED RESETS AT CRITICAL MOMENTS —
STRATEGY SHIFTS, GROWTH PHASES OR IDENTITY CHANGES.

- **Typical starting point:** uncertainty and competing priorities.
- **After:** shared direction and committed execution.

EACH JOURNEY IS TAILORED TO YOUR CONTEXT, CHALLENGES AND GOALS.

OUR PROMISE

- PRACTICAL TOOLS YOU CAN USE IMMEDIATELY
- METHODS GROUNDED IN NEUROSCIENCE AND PROVEN TEAM RESEARCH
- CHANGE THAT STICKS — NOT JUST INSPIRATION

GUARANTEE:

*IF AN ENGAGEMENT DOESN'T CREATE REAL VALUE,
WE DON'T BELIEVE YOU SHOULD PAY FOR IT.*

AWARD-WINNING. FIELD-TESTED. BUILT TO LAST.

START WITH A CONVERSATION

WHETHER YOU'RE PLANNING LEADERSHIP DEVELOPMENT, A TEAM RESET OR A CRITICAL OFFSITE — WE START BY UNDERSTANDING WHERE PERFORMANCE IS LEAKING RIGHT NOW.

NO OBLIGATION. JUST INSIGHTS.



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DANIEL HARTWEG

"HIGH PERFORMANCE ISN'T A PROGRAM — IT'S A CULTURE YOU LIVE EVERY DAY."