

# Welcome to your STV Growth Academy

7th November 2018



A woman with long blonde hair, wearing a dark red blazer and a light blue scarf, is standing on a city street at dusk. She has her right arm raised high and is smiling broadly, looking upwards. The background shows a row of multi-story buildings with lit windows and a street with parked cars. The overall mood is one of triumph and success.

# Growth and the Royal Bank Accelerator

Melinda O'Reilly

Entrepreneur Acceleration Manager

# Entrepreneur Accelerator

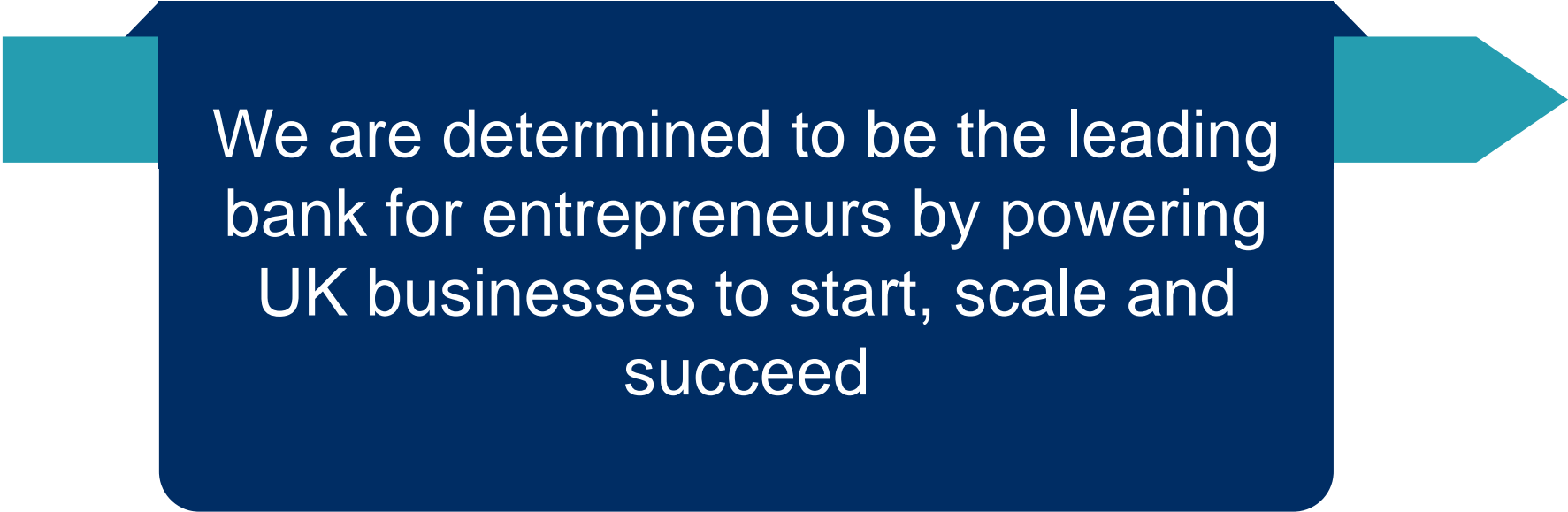
Melinda O'Reilly

**EAM**

@Mel\_OR81

**#PowerUp**





We are determined to be the leading  
bank for entrepreneurs by powering  
UK businesses to start, scale and  
succeed

# Our impact to date

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**£695.5m** Entrepreneur Turnover

**£261m** Investment raised

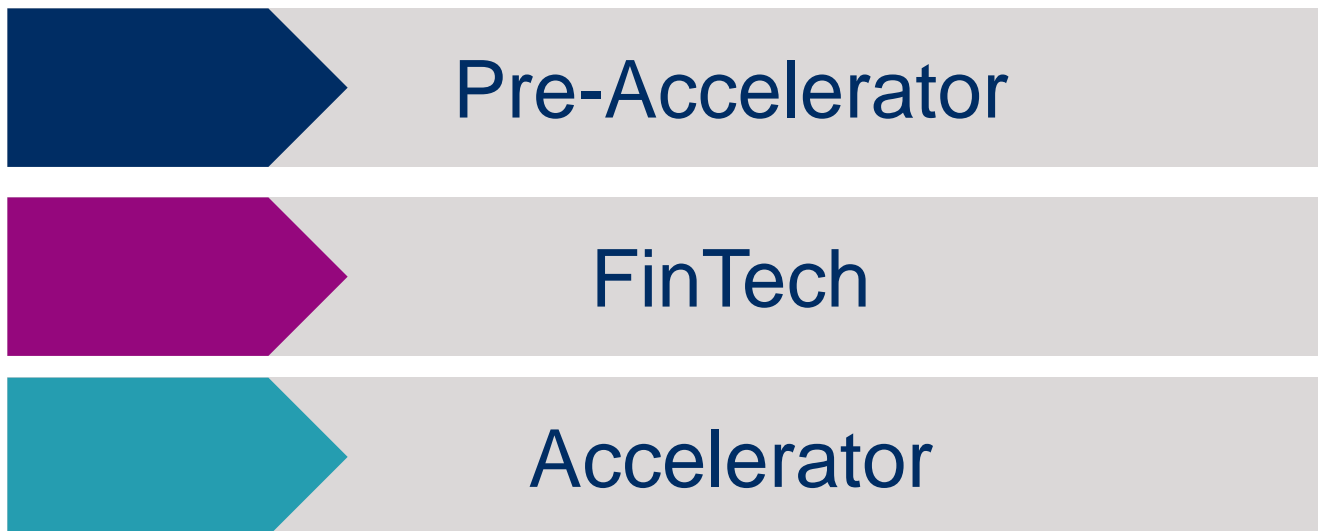
**8211** Jobs created

**4728** Businesses supported

**87%** Business survival rate

# The programmes

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# Accelerator hubs



Purpose built co-working space



Access to Wi-Fi, telephones & printing



Presentation space and meeting rooms



Tea & Coffee facilities





# Any questions?

**There's no such thing as a silly question!**

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# Grow your Mindset Grow your Business

# Session objectives

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- Explore your mindset
- Understand growth and fixed mindset
- Characteristics of growth and fixed mindset
- How to develop a Growth mindset

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# Let me introduce you to your mindset...

# Growth Mindset vs Fixed Mindset

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**“For decades I’ve been studying why some people succeed, while people who are equally talented, do not. And over the years I have discovered that people’s mindset plays a crucial part in this process”**

**Carol Dweck**

# Growth Mindset



You can change and grow through effort,  
application and experience.

**You are in control!**

The perspective that character, intelligence, and creative ability are fixed.

**You are not in control!**



# Growth Mindset vs Fixed Mindset

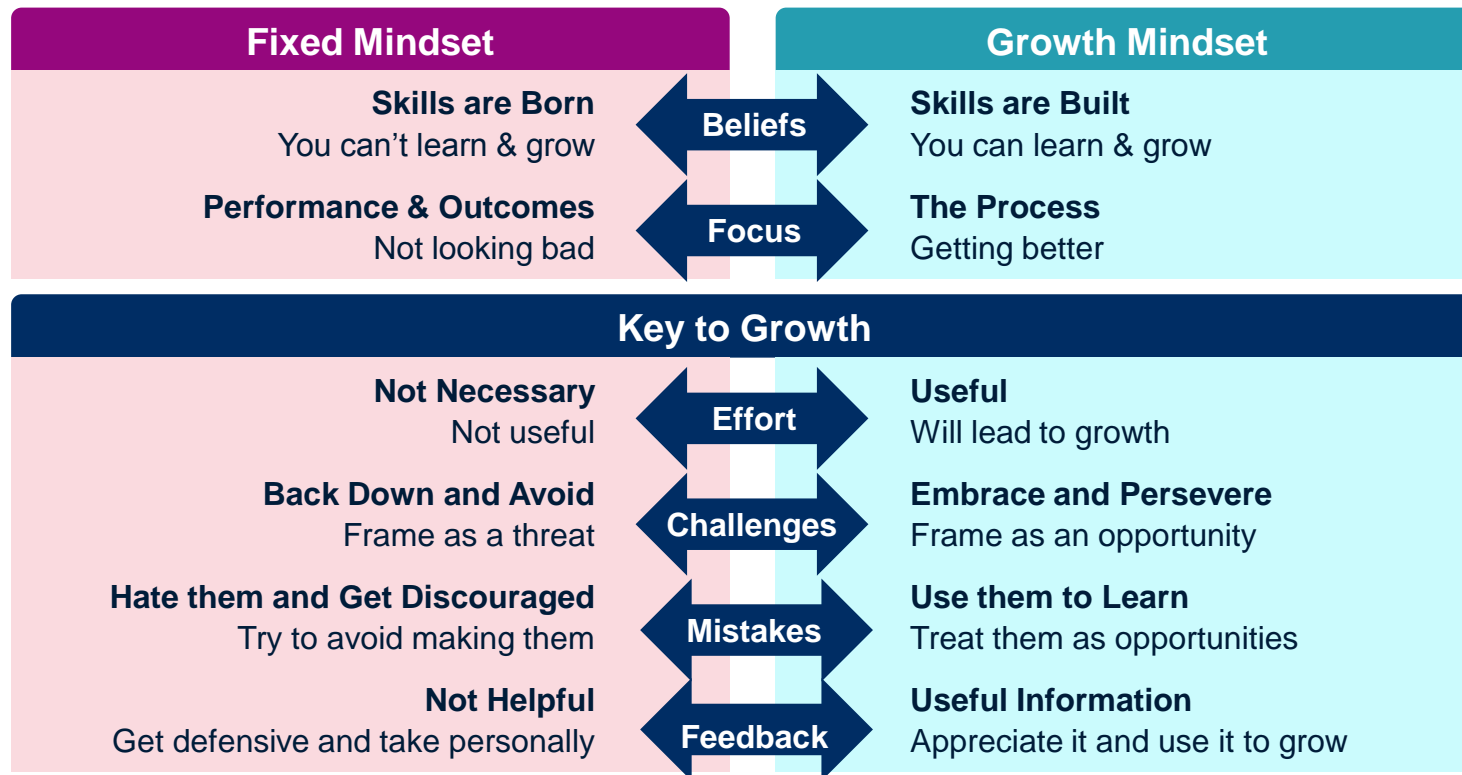
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# Let's take a closer look at mindset...

# Mindset characteristics



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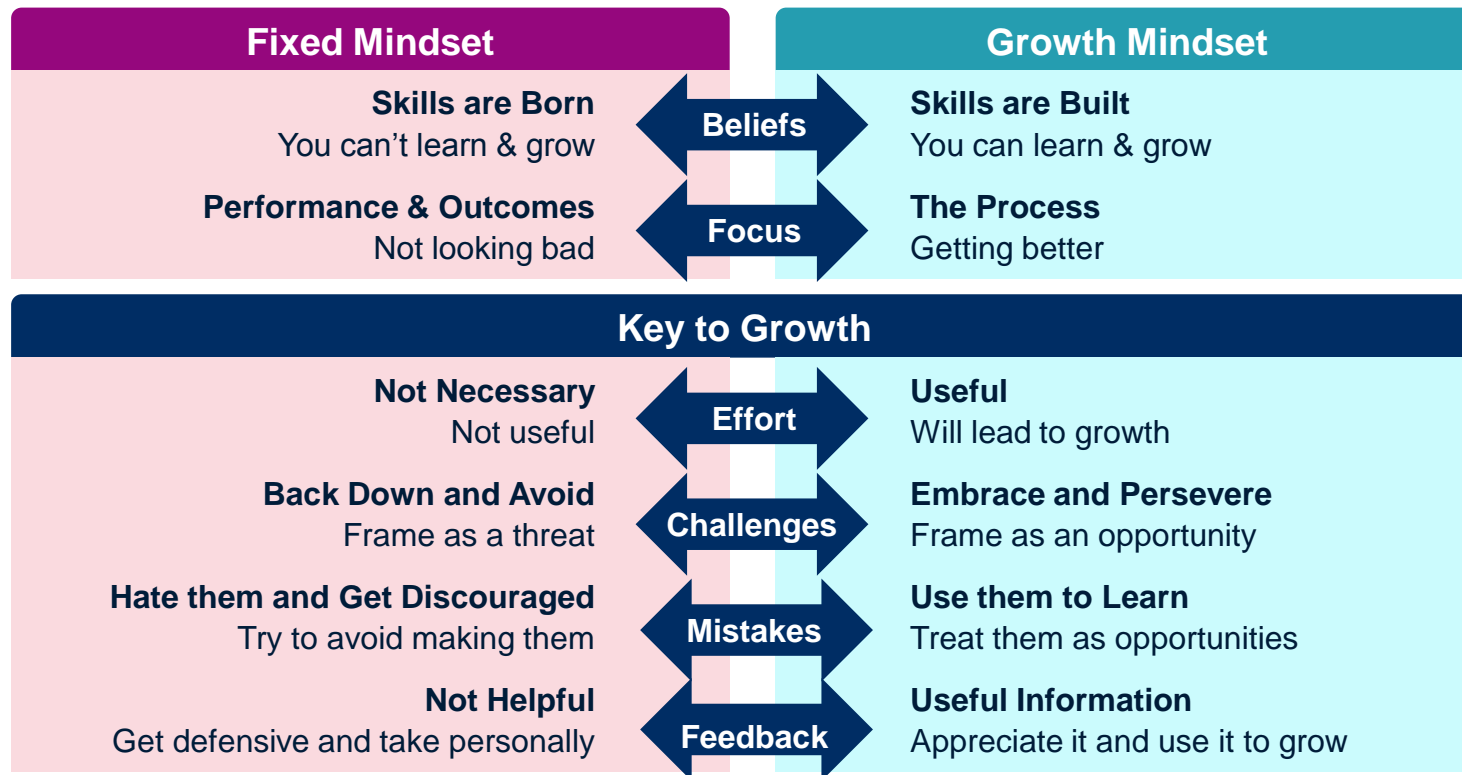
$$E+R=O$$

# Activity – 5 mins



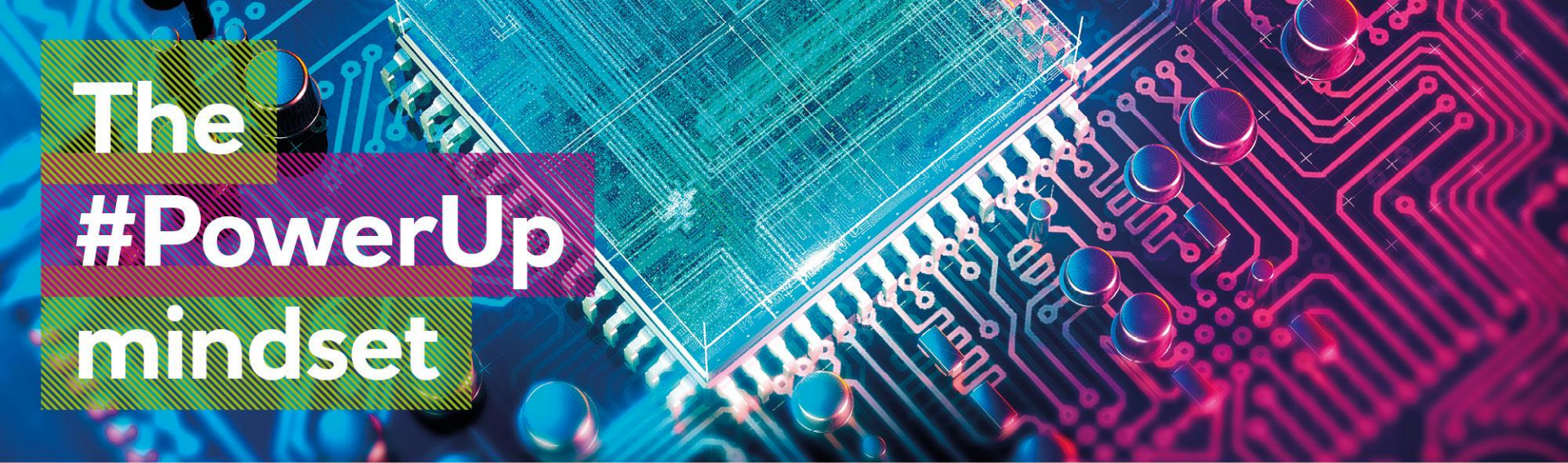
- Talk to the person next to you about a time you last had a fixed mindset;
- What would have been a growth mindset response to the situation?
  - What will you do differently ?

# Mindset characteristics



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# Why is mindset important for you?



# The #PowerUp mindset

- I know my numbers
- I have a clear vision
- I take responsibility for my actions
- I am open-minded and self aware
- I am an effective communicator
- I lead and motivate my team
- I put the customer at the heart of everything I do
- I learn from failure
- I am always ready to pitch
- I am addressing a clear need
- I am focused on my goals
- I build a strong network and collaborate with others

#PowerUp

Information classification: Public

# What elements do you need to develop?

# How can you develop your mindset?

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Look at the language you use with yourself and others

Take time to reflect

Set your vision and be clear on your plan

Understand your triggers

Enjoy the journey

Learn from failure

Stop making excuses and take ownership over your attitude

The power of...

Yet

# Entrepreneur Panel

**Vandana Pillai – Bounce Back**

**Stuart Speake – Soltropy**

**Andrew Ferguson – Little Ape**



# STV Growth Academy

Grow with STV