



OUTWARD PERFORMANCE (OP)

Overview

Outward Performance is a workshop that helps people and teams work better together by focusing on mindset.

Using powerful video stories and guided discussions, participants learn to shift from an inward, self-focused mindset to an outward mindset that considers others' needs and impact. This change helps build trust, accountability, and teamwork and unlocks new levels of collaboration and innovation.

Training Details

This workshop is open to all current Oregon state government employees who want to build their leadership skills, no matter their job or title. The workshop also works well when whole teams attend and learn together.

The virtual workshop includes five half-day sessions with up to 35 participants. Each session uses video case studies, group conversations with certified facilitators, and practical tools to put mindset changes into action immediately. You can apply what you learn both at work and in your personal life.

Participants also receive a participant workbook, downloadable tools, and access to ongoing support resources to reinforce the learning after the sessions.

Tuition Cost

\$795

Topics Covered

- Understanding mindset and why it matters
- Seeing how our behavior affects others
- Improving communication and teamwork
- Addressing conflict in healthy ways
- Building accountability and trust
- Strengthening collaboration across teams
- Using practical tools to apply an outward mindset every day

Registration

To register and for payment, visit the [DAS - CHRO - ASCENT - Outward Performance - Workday](#). You will be prompted to log into Workday first. Once you are logged in, you will be taken directly to the course overview page.

Attendance Policy

Participants must attend session one or enrollment will be cancelled and payment forfeited. For absences of two days or more, enrollment will also be cancelled and payment forfeited. Participants will need to attend all sessions to receive course completion. If you are required to make up a session due to an absence in your original cohort, you must complete the make-up session within 12 months.

Cancellation Policy

Participants may cancel registration with full refund cost 30 days before the start of session one date. You are expected to pay the registration fee if you cancel less than 30 days before the start of session one or if you do not meet the attendance requirements. Please reach out to the team for more information regarding the attendance policy. Participants can also request payment be transferred to the next available cohort.

Questions

If you have any questions about the program, please contact the ASCENT Leadership Program team at ascent.program@das.oregon.gov

2027 Cohort Schedule

Enrollment closes 30 days before the training begins, unless the minimum enrollment requirement has not been met.

Cohort 1

Location: Virtual

Time: 8:30 a.m. to 12:30 p.m.

Session	Date
1	1/22/2027
2	2/5/2027
3	2/19/2027
4	3/5/2027
5	3/19/2027

Cohort 2

Location: Virtual

Time: 8:30 a.m. to 12:30 p.m.

Session	Date
1	5/21/2027
2	6/11/2027
3	6/25/2027
4	7/9/2027
5	7/23/2027

Cohort 3

Location: Virtual

Time: 8:30 a.m. to 12:30 p.m.

Session	Date
1	9/27/2027
2	10/8/2027
3	10/22/2027
4	11/5/2027
5	11/19/2027