Linking Behaviour to Bottom Line Performance

4G Coaching Modules Overview

4G coaching modules are written around popular development topics. Each module is custom written for each one of the 16 Social Profiles and as a result, each coaching module reflects how the 16 Social Profiles process information.

The Coaching Modules

1. Careers Guidance
2. Coaching and Mentoring
3. Communication, Praise and Feedback
4. Conflict Management
5. Creativity and Problem Solving
6. Dealing with Change
7. Emotional Intelligence
8. Interviewing
9. Leadership
10. Negotiation
11. Self Development
12. Self Motivation and Stress
13. Strategy and Organisational Culture
14. The Art of Delegation
15. The First 100 Days
16. Time Management

Module Description	Related Modules
Careers Guidance For people seeking a change in their career or making decisions about the ongoing direction of their working life. This module focuses on such things as career development, personal strengths, creativity, and different types of role and organisation.	> Dealing with Change > Leadership > Negotiation > The First 100 Days
Coaching & Mentoring Theoretical overview of approaches and benefits of coaching aimed at coaches and mentors. A guide on how to coach and mentor each Social Profile, this module enables more meaningful discussion and allows the facilitator to accelerate the coaching process.	> Communication, Praise & Feedback > Interviewing
Communication, Praise & Feedback A framework to optimise communication with each Social Profile, this module can be used by anyone who provides feedback or needs to motivate and enthuse others around them.	> Leadership > Conflict Management > Emotional Intelligence > The Art of Delegation
Conflict Management Whether you have to manage conflict or encourage a degree of it to boost productivity and performance, this module explores the positives and negatives of conflict. It also shows likely individual reactions and how best to work with them.	> Communication, Praise & Feedback > Negotiation > The Art of Delegation
Creativity and Problem Solving For managers and coaches who want to help their people identify work which will be stimulating and rewarding. Useful in situations where a creative approach is needed, this module shows how to stimulate creativity and encourage this behaviour in people.	> Conflict Management > Dealing with Change > The First 100 Days

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Dealing with Change An overview of organisational change. For those facing change or who are having difficulty adjusting to change, this examines attitudes to change and provides strategies to encourage each Social Profile to be more receptive to change.	> Conflict Management > Creativity & Problem Solving > The First 100 Days
Emotional Intelligence (EI) An overview of EI and how it relates to 4G. For organisations already using EI or as a general discussion document for improved self awareness and self development.	> Communication, Praise & Feedback > Creativity & Problem Solving > Leadership > Self Development
Interviewing For managers or recruiters to help them interview in a neutral, objective manner. Provides topics and areas for discussion designed to make the client feel comfortable and then move to something that will stretch the candidate a little more.	> Coaching & Mentoring > Communication, Praise & Feedback > The First 100 Days
Leadership For coaches and managers working with business leaders; for those with increased responsibility and control over people. Summarises theoretical approaches to leadership and looks at the natural leadership strengths and weaknesses of each Profile.	> Communication, Praise & Feedback > Creativity & Problem Solving > Strategy & Organisational Culture > The First 100 Days
Negotiation Ideal for anyone wanting to improve their own and others' understanding and view of negotiation. A theoretical overview of strategy and practice with a description of the style of each Profile. The module also includes some negotiation exercises.	> Conflict Management > Leadership > Strategy & Organisational Culture
Self Development For those providing a plan or model for self development and for those 'stuck in a rut'. Deals with elements of self awareness and understanding through areas of natural strengths and weaknesses. Also highlights areas of work to avoid or those that may cause stress.	> Communication, Praise & Feedback > Creativity & Problem Solving > Dealing with Change > Emotional Intelligence > Self Motivation & Stress
Self Motivation & Stress For coaches and managers wanting to improve job satisfaction and productivity. Highlights the thin divide between motivation and stress and how this can lead to a loss of focus. Identifies the motivators and stressors for the 16 Social Profiles.	>Creativity & Problem Solving > Leadership > Self Development > Time Management
Strategy & Organisational Culture Looks at the impact of individual personalities on an organisation. For coaches working with senior managers or business leaders who want a more objective overview of their business and understand their own impact on it.	> The Art of Delegation > Leadership > Negotiation

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The Art of Delegation This module illustrates how each of the 16 Profiles deals with delegation with hints on how to handle this work. Also introduces ideas around Situational Leadership and how this can aid delegation.	> Self Development > Leadership > Time Management
The First 100 Days For coaches with clients starting a new job, or anyone having to manage new colleagues. How to handle the transition to a new position or organisation.	> Interviewing > Leadership > Strategy & Organisational Culture
Time Management For coaches and managers who want to improve people's efficiency and time management. Examines blockages, distractions and issues which can affect each of the 16 Social Profiles.	> Self Motivation & Stress > The Art of Delegation