

Linking Behaviour to Bottom Line Performance

The Foundation Course Overview

Foundation Course Benefits

- > Greater success
- > Achieve more with less time and effort
- > Enhanced clarity and direction
- > Focus on what matters
- > All round purpose and satisfaction

The Foundation Course is an advanced developmental application of 4G. By combining the Social Profiles from 4G with the skills of a facilitator, the Foundation Course represents an alternative to traditional executive coaching.

Introduction

The Foundation Course takes the best techniques from coaching and combines them with the insights and understanding gained from 4G. By combining the objective, third party output from 4G with the skills and experience of a facilitator, client benefits are enhanced and magnified. It is proposed that this combination is a first class alternative to that of conventional executive coaching.

Benefits

The benefits of the Foundation Course are similar to those of other coaching programs. The key difference being that Foundation Course provides the same or superior results but in a shorter period of time. The results are also achieved in an easier manner than when compared to traditional coaching alternatives.

The benefits of the Foundation Course include;

1. Greater success, however you choose

to define this

2. Achieving more with less time and effort, or just achieving more
3. Enhanced clarity, direction and awareness of choices
4. Superior ability to handle the disruptions of change and to focus on what matters
5. A greater sense of all round purpose and satisfaction

How it Works

Building on the Social Profiles and the coaching modules, the Foundation Course is a six session development program. Our preference is to work with clients in person but when needed, the use of the phone is also possible.

Structured as a 1 + 5 program, the first session is used to outline and describe the Foundation Course to the client and seek their commitment. This first session gives the client and the facilitator the chance to meet, discuss their aims and to explore the Foundation Course in more detail. The remaining five sessions then focus on the detail of the

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course and lead the client through the Foundation Course process. Over and above the hour long sessions, clients are given exercises to complete in their own time. These are designed to reinforce the outcomes of the sessions, cement their learning and give the client the chance to fully prepare for the next session. The total time a client needs to complete the Foundation Course is around ten hours.

Please note, in certain circumstances, some clients may benefit from a slightly longer process than the five sessions mentioned above. If this is the case, Four Groups will seek the agreement of the client and any other relevant party before proceeding.

Prior to the course commencing, each client is required to sign a short agreement with their facilitator. This serves to establish the boundaries of their relationship and outlines steps for their success and how to resolve any particular problems that might occur. The agreement is usually signed after the first session. In addition to the agreement, all of Four Groups work is carried out in the light of an ethical code, copies of which are available on request.

Concerning client confidentiality, all information that the client shares with their Foundation Course facilitator is

confidential. Over and above this, Four Groups will update the appropriate person on the progress of the client through the Foundation Course process, but will respect the client's confidentiality and will not report any client sensitive information to a third party.

A Testimonial

"Bruce Lewin has recently taken me through the Four Groups Foundation Course Programme, and it was a tremendous experience. I am a veteran of more than 20 years of various "management training" programmes, including the "Belbin" and "New Managerial Grid" programmes. However, this one has led me to levels of understanding which no other programme achieved. I have made major breakthroughs in two key areas of my management style and approach. For the first time, I have been able to see, in simple, clear and usable terms, the source of some difficulties which I have been experiencing over the last few years, as I have become more involved in hands-on management teams."

"I recommend the Four Groups programme, unreservedly to those who are willing to look quite deep inside themselves and pull down material blockages which are hampering their personal performance. There are hard

Who are we?

Four Groups offers a methodical approach to understanding individuals, their behaviours and what motivates them. This document provides some background to our work around development, coaching and the Foundation Course.

issues to face and it can get quite personal. However, Bruce is a great listener and not a judge. He says little but extracts a great deal! By the end of my programme, I was feeling washed and refreshed and optimistic. All I have to do now is learn to act on what I have learned."

Christopher Parr - Commercial Lawyer

Four Groups Ltd
5 St. Johns Lane
London
EC1M 4BH, United Kingdom

Tel: +44 (0) 20 7250 4779
Email: contact@fourgroups.com
www.fourgroups.com

Company Number: 4650494
VAT Number: 817 7962 85
Registered in England and Wales

