

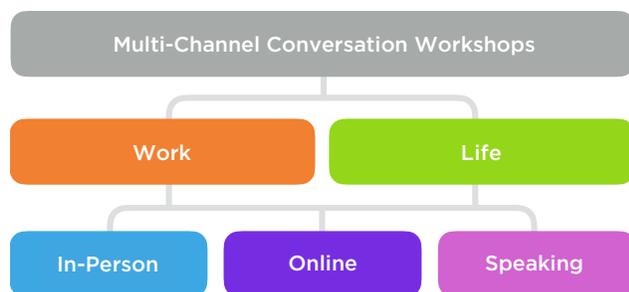


# 4S™ FOUNDATION

You're clear on the strategy...Is your team?

Are your leaders and managers ready, willing, and able to give meaningful feedback?

Hello's 4S™ Foundation program is the first step in creating a culture of conversational excellence. Through the 4S™ Foundation program, your managers will learn to align their coaching and feedback with the organization's larger goals and strategy creating a seamless connection between an individual contributor's role and responsibilities and your organization's definition of success.



## Outcomes

By mastering the 4S™ approach, your managers will be able to:

- Clarify success.
- Establish what “good looks like” in terms of individual, departmental and organizational goals.
- Deliver actionable, relevant and success-focused feedback.
- Create high-impact relationships.
- Create focused and high-return action plans that power measurable and sustainable results.

## How is the program structured?

**Prior to workshop:** Through a brief pre-read or video-based assignment, leaders learn the basics of the 4S Conversations® process. They will also prepare a real-world challenge to be addressed in the workshop. Finally, as an anchor for retention, the participant's manager receives a brief overview of the program to discuss goals with the leader prior to the workshop.



**Classroom:** The 4S™ Foundation program can be delivered as either a full-day or 1.5-day workshop. Comprising up to 24 participants, the workshop will provide 30% didactic lecture and 70% applied learning formats (e.g., breakouts, teamwork, role-plays, etc.) to develop and refine skills. The session will culminate in discussion of the real-world challenge prepared prior to the workshop.

**Sustainment:** To ensure sustainable behavior change, workshop attendees will receive weekly 4S™ BrainSnacks™ for eight weeks, and optional web-conferences after 30, 60 and 90 days to discuss and reinforce behaviors. The attendee's manager will receive a Coaching Guide to follow-up on their goal-setting conversation prior to the workshop.

## Benefits of 4S Conversations® Solutions

- Simple and adaptable to your organization's needs.
- Easily integrated with other performance communication tools, processes, and training.
- Applicable to all levels in the organization.
- Perfect for new and experienced managers.
- Focused on success and goal orientation.



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