

4S™ FOCUS FORWARD



Is your team taking a passive role in their own professional development?

Do they see processes such as individual development plans, field visits, and annual reviews as little more than “checking the box?”

Do you see a widespread lack of engagement?

Velocity’s 4S™ Focus Forward program, the perfect complement to our 4S™ Foundation session for managers is the solution that addresses these answers and will also establish and maintain a culture of conversational excellence in your organization.

Outcomes:

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

- Increase accountability by owning their personal performance.
- Become a better proactive and independent problem solver.
- Maximize the value of manager feedback.
- Exchange feedback with peers.
- Gain clarity on what is expected and ensuring the tools, materials, resources, and opportunity exists to achieve goals.



How is the program structured?

Prior to workshop: Through a brief e-learning module, individual contributors learn the basics of the 4S Conversations® process, conversational focus on “wants” v. “don’t wants”, and the process for changing their thinking, behaviors, and results. They will also be asked to prepare a real-world challenge to be addressed at the seminar.

Classroom: The 4S™ Focus Forward program can be delivered in a half-day workshop. Comprising ~25 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 for engaging in more focused and strategic conversations. The workshop will culminate in a discussion of the real-world challenge prepared in pre-work.

Sustainment: To ensure sustainable behavior change, seminar attendees can receive weekly 4S™ BrainSnacks for three months, a web-conference after 30 days, and an optional 3-month call to discuss and reinforce behaviors.

Benefits of 4S Conversations® Solutions

- Focused on success and goal orientation
- 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

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VELOCITY
The Conversation Company™