



4SIGHT: ADVANCED CONSCIOUS CHANGE LEADERSHIP DEVELOPMENT

Become a world-class Conscious Change Leader or Consultant, able to strategically guide even the most complex organization transformations.

PROGRAM OVERVIEW

TABLE OF CONTENTS

Introduction.....	1
The 4 “Sights”	1
Outcomes You Will Achieve.....	2
Personal Breakthroughs.....	2
Organizational Breakthroughs.....	2
Design of the Process	3
Key Topics.....	3
Transformational Change Leadership Capability.....	3
Transforming Organizational Culture.....	4
Self Mastery.....	4
Relationship Mastery and Communications	5
High Performing Team Dynamics	5
Objectives and Logistics by Event in the Overall Process.....	6
1. Written and Reading Pre-work.....	6
2. Breakthrough Coaching Call.....	6
3. Four In-Person Training Sessions.....	6
4. Peer Coaching and Between Session Work.....	7
5. Graduation.....	7
6. Post Program Activities.....	8
Next Steps.....	8

Introduction

4Sight provides a development path to becoming a world-class conscious change leader or consultant, able to strategically guide even the most complex organization transformation to deliver breakthrough results!

4Sight focuses and integrates two key areas:

- ▶ **Organization Transformation:** Learn to plan, design, and implement transformational change that delivers breakthrough business and cultural results with maximum adoption and sustainment.
- ▶ **Personal Transformation:** Achieve personal breakthroughs in your own mindset, behavior and performance that will solidify your Personal Presence and ability to see solutions to complexity that most others miss.

The program is conducted over five months in four, one-week in-person sessions. The material is applied to participants' live transformational projects and real-life challenges so learning is completely relevant.

Industry experts, multinational corporations, large NGOs, all types of organizations, government agencies, and intergovernmental military alliances send their best and brightest leaders and consultants to *4Sight* to learn how to apply the Being First System of Transformation and The Change Leader's Roadmap Methodology to deliver breakthrough results from change. We also deliver this advanced program in-house.

The 4 "Sights"

4Sight, as the title of this program, is based on the four essential ways of "seeing and perceiving" that enable Conscious Change Leaders to consistently succeed at leading transformation:

- ▶ **Seeing Systems:** Seeing inter-dependencies and how parts interact to impact each other and the whole organization
- ▶ **Seeing Process:** Seeing how actions and events unfold over time to impact each other and results
- ▶ **Seeing both Internal and External Dynamics:** Seeing how the inner human dynamics of mindset, emotion, and culture impact external results, and vice-versa
- ▶ **Seeing Consciously:** Being consciously aware of one's mindset in action, and seeing beyond one's own perspective to include other worldviews

Outcomes You Will Achieve

Personal Breakthroughs	Organizational Breakthroughs
<ul style="list-style-type: none">▶ Mastering a personal breakthrough that dramatically enhances your life and professional experience▶ Managing your inner state to deliver optimal performance under any circumstances▶ Developing mindfulness▶ Expanding your mindset and emotional intelligence▶ Generating profound insights to your most pressing and unsolvable problems▶ Improved ability to inquire, learn and course correct▶ Knowing how to remain centered, focused and creative in the face of chaos or conflict▶ Managing and changing self-limiting patterns▶ Re-programming your mind, body and emotions with self-mastery skills▶ Navigating the human and process dynamics of transformation▶ Raising your confidence and strengthening your voice	<ul style="list-style-type: none">▶ Leading transformation in organizational culture and systems▶ Mastering the use of The Change Leader's Roadmap Methodology to design and implement transformational change▶ Catalyzing transformation in individual and leadership mindset and behavior, and organizational culture▶ Seeing solutions to complex strategic challenges▶ Designing and implementing complex change for maximum results and sustainment▶ Better understanding of people & their behaviors to communicate, lead and influence with greater impact▶ Developing advanced skills for reducing resistance, building commitment, engaging stakeholders and coaching▶ Ensuring maximum results, adoption and sustainment from any change▶ Increased ability to generate greater innovation and creativity

Design of the Process

4Sight is an advanced development program, designed with the intensiveness and focus of a graduate school program.

- ▶ The process begins as soon as you register. There are two questionnaires to fill out—a personal questionnaire about you, your strengths and your learning objectives, and the Human Synergistics Leadership Styles Inventory (LSI). You will receive the results of the LSI in the first session. There are also pre-work questions to provide us about your experience with leading or consulting to organizational and two books to read, both written by the facilitators, Drs. Dean Anderson and Linda Ackerman Anderson.
- ▶ You will be scheduled for a 90-minute one-on-one coaching call within a month of the program with one of the lead facilitators to explore the *4Sight* experience, your learning objectives and, of particular importance, the personal Breakthrough you will bring to the program and work to master throughout the process.
- ▶ Over the next five months, there are four in-person training sessions. The first three sessions are hosted in Durango, Colorado, USA, and the fourth is in Santa Fe, New Mexico, USA. Each session lasts 4 ½ days, and all sessions are required for graduation.
- ▶ Participants pair up with a peer coach – another participant – to support one another and add momentum to the personal and project learning that occurs during and between sessions. There is between-session work as well, which is thorough but not burdensome.
- ▶ Graduation takes place at the successful completion of the fourth session.
- ▶ Graduates of *4Sight* automatically become a part of the Being First Network, a world-wide community of practitioners and change leaders who connect and meet to further their development and seek support on their ongoing projects. All graduates can attend *4Sight* Retreats that are held periodically.

Key Topics

4Sight: Advanced Conscious Change Leadership Development includes these key topics:

Transformational Change Leadership Capability

- ▶ The logic and sequence of The Change Leader's Roadmap Model (CLR)
- ▶ How to navigate the breadth of guidance, tools and resources of the renowned Change Leader's Roadmap Methodology
- ▶ Best practices for tailoring the CLR as a thinking discipline and guidance system
- ▶ Enterprise Change Disciplines and Best Practices for up-leveling organization-wide change capability
- ▶ The unique requirements of leading transformational change
- ▶ How to effectively launch complex transformational projects and set up their conditions for success

- Understanding change governance: roles, structures, decision-making and interfacing with operations
- Stakeholder engagement strategies and change communication requirements
- How to establish an optimal “course correction” system to ensure the right work is occurring in the right way as the transformation unfolds
- How to use the Breakthrough Consulting Process to solve project challenges
- Explorations of leader and consultant assumptions and style that impact their success when leading change, and how to influence leaders at various stages of development
- Creating consulting contracts that support breakthrough outcomes

Transforming Organizational Culture

- 12 strategies for culture change
- 15 conditions for successful culture change
- The Breakthrough Process and how to use it to guide culture change
- Building a co-creative culture of accountability, collaboration and trust
- Leadership modeling and how it establishes the characteristics of your culture

Self Mastery

- Share and advance the Personal Breakthroughs you are pursuing
- Self-reflection: cultivating a deeper and broader awareness of your personal strengths and weaknesses
- Conscious awareness: what it is, how to develop it, and why it is the single most important success factor in leadership
- Vertical Leadership Development: what it is, and how it informs success in organization transformation
- Optimizing: how to manage your inner state for high performance
- Breakthrough practices: Daily breathing and centering techniques for increased mindfulness and personal performance amid the chaos of change
- The universal personal change process and how to apply it to transform mindset, emotional reactions and self-limiting behaviors during change
- How to consistently model desired values, behavior and culture
- Life Styles Inventory Assessment and your personal style
- How mindset and perception determine your performance and leadership style
- The “zone”—the internal mental and emotional state of optimal performance - and how to experience it
- Mental conditioning and belief systems, and their impact on leadership behavior and performance
- Self-limiting behavioral patterns and how to identify and evolve yours

Relationship Mastery and Communications

- Relationship dynamics and their impact on outcomes
- How to build relationships of trust
- Communicating for impact: how communicating from your higher self draws people to theirs
- Active listening and self-disclosure: how they deepen relationships
- “Center-to-Center” communications and its impact on resolving conflict and increasing employee trust and engagement
- Levels of conversation and how to deepen them for greater impact
- Substantially improving relationships, communications and trust with team members

High Performing Team Dynamics

- High performing team dynamics and how to co-create them
- The power of co-created team ground rules to support ongoing high performance
- Transforming a group into an aligned and committed team
- Healthy discourse: how it catapults teams to extraordinary success, and why most teams cannot do it
- How to make a team a conscious learning environment: creating trust, safety, openness to diverse points of view and making course corrections

Objectives and Logistics by Event in the Overall Process

4Sight is a leadership development process that takes place over five-plus months, not simply a one-time event. There are six phases to the *4Sight* program:

1. Written and Reading Pre-work

Objectives

- ▶ Begin the program with insight about the kind of information that will be covered in greater depth
- ▶ Generate personal commitment to the *4Sight* process and outcomes
- ▶ Establish participants' baseline of development

Logistics

- ▶ Launch of Program Web Page and pre-work materials
- ▶ Provide participants with resources and access to the assessments they will need to complete prior to the program.
- ▶ Participants complete the questionnaires and return them to Being First
- ▶ Participants receive a password to access the password-protected Change Leader's Roadmap web page via an email from Being First

2. Breakthrough Coaching Call

Objectives

- ▶ Determine each participant's personal Breakthrough and begin to craft it into a short statement
- ▶ Begin participants' introspection and self-discovery
- ▶ Encourage participants to write more about their personal Breakthrough in their Journal

Logistics

- ▶ 90-minute coaching call scheduled with one of the *4Sight* facilitators

3. Four In-Person Training Sessions

Objectives

- ▶ Create the cohort group into a co-creative learning-oriented team
- ▶ Establish participants' Breakthroughs as the shared foundation of trust and support
- ▶ Experientially establish self-awareness, mastery and Presence as the source of great leadership and consulting, and begin to increase each of them

- ▶ Increase understanding of how all human excellence, whether as individuals, in relationships, teams or organizationally, begins in one's interior (mindset and awareness)
- ▶ Gain insight about how to apply the above realization pragmatically in one's leadership of people and the organization
- ▶ Deepen participants' understanding and mastery of *The Change Leader's Roadmap* and its breath of resources
- ▶ Apply the guidance of the CLR to participants' projects
- ▶ Significantly increase one's understanding of human dynamics and how best to manage them to bring out the best in oneself and others, especially during change
- ▶ Strengthen the community

Logistics

- ▶ First three sessions held in Durango, Colorado, USA, at the Being First Center for Achieving Breakthrough
- ▶ Fourth session held in Santa Fe, New Mexico, USA at La Fonda Hotel
- ▶ Make Travel and Room reservations

4. Peer Coaching and Between Session Work

Objectives

- ▶ Peers provide support, encouragement and consultation to one another, both on projects and on personal practices
- ▶ Deepen learnings about how to lead change projects using best practices

Logistics

- ▶ Peer coaches set up and complete two calls for each between session timeframe

5. Graduation

Objectives

- ▶ Recognize and celebrate each participant's achievements and breakthrough, contribution to the group, and way of being

Logistics

- ▶ Ceremony and celebration in the training room

6. Post Program Activities

Objectives

- ▶ Support participants to continue their development and support of one another within the community

Logistics

- ▶ Opportunity to attend *4Sight* Retreat events
- ▶ Participation in the Being First Network and Guild
- ▶ Connection to other Network members for support, through sharing best practices and getting advice on projects
- ▶ On-going access to the online Change Leader's Roadmap

Next Steps

For more information about the *4Sight* program, to register for a public program or schedule an in-house program, or to assess the fit of *4Sight: Advanced Conscious Change Leadership Development* with your organization's needs and objectives:

[Contact Being First at +1 970.385.5100.](tel:+1970.385.5100)

[Or click here to schedule a meeting with a Strategic Executive Advisor.](#)