



# *4SIGHT*

Advanced Conscious Change  
Leadership Development

*PROGRAM OVERVIEW*

ENROLL ONLINE AT: [BeingFirst.com/4Sight](http://BeingFirst.com/4Sight)

# TABLE OF CONTENTS

---

4 <i>SIGHT</i> .....	1
<i>PROGRAM OVERVIEW</i> .....	1
TABLE OF CONTENTS.....	2
INTRODUCTION.....	3
The Four Essentials to Leading Transformation.....	3
What Makes <i>4Sight</i> So Powerful?.....	3
Outcomes You Will Achieve.....	4
Who Should Attend.....	4
What You Will Learn in this Program.....	5
Program Details.....	6
How This Program Is Designed.....	7
PROGRAM OUTLINE.....	8
Session One: Foundations of Self Mastery and the Change Leader’s Roadmap.....	8
Session Two: The Four Sights in Action, Co-Creative Leadership and CLR Application	9
Session Three: Advanced Self Mastery and Applying Conscious Change Leadership in Organizations.....	11
Session Four: Putting Self Mastery and Culture Change into Action; Graduation.....	12

# INTRODUCTION

---

*4Sight* is a direct path to becoming a world-class strategic change leader or consultant who is able to guide even the most complex organization transformations. Conducted over five months in four, one-week sessions, *4Sight* is for those leaders and change professionals who want to develop advanced conscious change leadership skills to become experts in delivering breakthrough results from transformation. Equally, it is a profound personal journey of change and development designed to change your life as it shows participants how to live and lead consciously.

After graduating, you will become a much sought-after strategic change leader or consultant who has the solutions to leaders' biggest challenges with transformation.

## The Four Essentials to Leading Transformation

The foundation of *4Sight* is based on learning the Four Sights, or essential ways of seeing and perceiving that enable Conscious Change Leaders to consistently design and lead transformation to achieve breakthrough results.

### Seeing Systems

Seeing inter-dependencies and how parts and wholes interact to impact each other and the whole organization.

### Seeing Process

Seeing how actions, events and perceptions unfold over time to impact each other and outcomes.

### Seeing 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.

## What Makes *4Sight* So Powerful?

*4Sight* integrates two key areas that enable you to lead complex organizational and cultural transformations confidently and successfully.

### Personal Transformation

Adopting the Four Sights enables you to achieve personal breakthroughs in your own mindset, behavior and performance, increase your self-mastery, understanding of human dynamics and ability to see solutions to complex challenges.

*4Sight* expands your repertoire by developing you from the inside out to help you recognize and transform any self-limiting patterns that have been holding you back. Every person takes their learning and ways of being to the next level, guaranteed.

## Organization Transformation

Leading and working through the lens of the Four Sights guides you to plan, design and implement transformational change that will deliver breakthrough business and cultural results with maximum adoption and sustainment.

*4Sight* teaches you a proven change process methodology that helps you navigate any size change project or transformation from start to finish. You learn the most complex parts of the change process and how to tailor the model to fit your project's needs.

## Outcomes You Will Achieve

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

## Who Should Attend

*4Sight* cohorts are small groups of experienced leaders and consultants. Our program goes so deep that each program typically has no more than 16 participants. This small group size supports cohorts being intimate, focused and intensive. *4Sight* is for:

- Aspiring transformational leaders and consultants who know they need something more in their repertoire. Many graduates have worked with one of the big consulting houses and no longer want that billable-hour lifestyle and / or know something more is needed for their work to have the most powerful and lasting impact. Others
- Change project leaders and/or sponsors who recognize that something more is required for their initiatives to be successful...and they may have ideas, but don't yet know how to implement them.
- Leaders with:
  - ◆ Interest in organization and culture transformation and achieving breakthrough outcomes.
  - ◆ Experience in personal growth, development and, consciousness and want to take their experience expertise into organizations and the communities they serve.
  - ◆ Desire for a community of like-minded practitioners to collaborate with and utilize on projects and initiatives who can blend advanced change leadership knowledge with a conscious way of being that enables them to see and respond to higher degrees of complexity than the average person.
  - ◆ Yearning to collaborate and show up with these like-minded practitioners as their whole selves, and on a spiritual dimension, with shared commitment to blend their development as a human with their life path in their work/career.
  - ◆ Passion about making a real difference with their lives around social and economic justice and environmental sustainability, and are determined to have a more significant, profound positive impact in the world.

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.

## Prerequisites

Prospective *4Sight* participants must have the following experience to enroll:

- A minimum of five or more years of leading large-scale organizational or community change efforts or consulting to them
- Prior experience in personal development (i.e., therapy, yoga, meditation, self-awareness training, etc.)

Unsure if this program is right for you or have questions about the prerequisites? Contact us to discuss your needs. Call +1 970.385.5100 or send an email to [info@beingfirst.com](mailto:info@beingfirst.com).

## What You Will Learn in this Program

Upon completing this program, you will be able to:

- Expertly handle the human dynamics of change
- Operate with the mindset required for transformation to succeed

- ▶ Execute optimal change strategies to drive breakthrough business results and culture change
- ▶ Deepen your knowledge of the Change Leader's Roadmap (CLR) methodology, the most rigorous, comprehensive process to lead complex transformations successfully
- ▶ Become more conscious and awake, possessing a larger perspective, and feeling the deep personal satisfaction of transforming a core personal limitation, resulting in more connection to your Self, your work, your family, others, and your life purpose

## Program Details



### Completion Certification

Earn a Certificate upon completion of this program. To receive your Completion Certificate, you must attend all in-person sessions. On the rare occasion that a participant cannot attend one of the in-person sessions, they are invited back to attend that week the next year at no additional tuition cost.

### ACMP Professional Development Units: 60

This program is recognized by the Association for Change Management Professionals as a Qualified Education Provider™ (QEP™) program and aligns with the ACMP Standard for Change Management and adult education best practices.

Graduates of *4Sight* receive 60 hours of professional development units (PDUs) toward their Certified Change Management Professional (CCMP™) credentialing.



### Program Length

The program is comprised of four 5-day in-person sessions. Please see our event calendar for upcoming session dates at [BeingFirst.com/calendar](https://BeingFirst.com/calendar)



### Estimated Time Commitment

During the five months of this program, you will be on a transformative journey, using the personal and organizational tools we teach you in your daily lives. It's up to you how deeply you practice them. We don't push and never judge. We are here to support you in your process throughout these five months and beyond. The minimum required time investment includes:

- ▶ Pre-work: Takes place in the three months preceding the first session.
  - ◆ Read the [Beyond Change Management](#) and [The Change Leader's Roadmap](#) books
  - ◆ Watch (2) 90-minute webinars

- ◆ Complete an Online Assessment (Approx. 45-60 minutes)
- ◆ Complete a Personal Questionnaire (Consists of 9 questions)
- ◆ Complete a 75-minute telephone coaching call sometime in late January/early February to determine your personal Breakthrough
- **In-Person Sessions:** 20 days of in-person training sessions in Durango and Santa Fe
- **In-Between Sessions:** Various homework including books, videos, personal record keeping and bi-weekly calls with your peer coach (approximately 4-5 hours total time)



### Delivery Method

The program is comprised of four 5-day in-person sessions, combined with pre-work and in-between assignments that are accessed online via our learning platform. The first three in-person sessions take place at the Being First Center for Achieving Breakthrough in Durango, Colorado, USA. You would fly into Durango-La Plata Regional Airport. The last session typically takes place at La Fonda on the Plaza in Santa Fe, New Mexico, USA. You could fly into Albuquerque, NM and drive one hour north to Santa Fe or fly directly into Santa Fe. Note, the location of the last session would move to Durango, CO if COVID conditions impact access to the Santa Fe, NM venue. Visit the [4Sight program page](#) for more information.



### Online Community

You receive access to your cohort's *4Sight* online learning community made up of change leaders and consultants from around the globe. Upon completion, you will gain access to the global *4Sight* Alumni group to continue growing yourself and your skills, and you will receive an invitation to join the next *4Sight* Community of Practice, an ongoing advanced development program for *4Sight* grads (additional fees apply).



### Technology Requirements

To complete pre-work and in-between assignments, you will need a computer or tablet with internet access and audio / video capabilities (PC or Mac), and a PDF viewer such as Adobe Acrobat Reader. You are welcome to bring your laptop to the in-person sessions for taking notes.

## How This Program Is Designed

The program is designed to engage you in a group experience of personal and professional growth with global change leaders from a variety of contexts over five months. The combination of in-person sessions and ongoing in-between work enables you to deepen and integrate what you've learned and apply it to your current work. Each session provides advanced self-mastery development and extends your understanding and application of advanced change leadership skills. You receive a wealth of information, resources and expert

guidance to enhance your thinking and deepen your learning. Through continued inquiry and discussion with your peers, you build relationships and explore dynamics of change and transformation through the variety of projects and perspectives presenting by your cohort. Throughout, you will be guided toward immediate application and practice in your life, both personally and professionally.

- ▶ Participants bring live change projects on which to apply the material so real work is accomplished on their initiatives during the program.
- ▶ Participants do disciplines and personal practices to deepen their self-awareness and capabilities as leaders and change consultants.
- ▶ Between sessions, work is given for participants to do both CLR based study, project application and personal development.
- ▶ Participants pair up at the end of Session One so they can continue to coach and support each other during at least two phone calls between sessions. This support is on both project and personal work.

## PROGRAM OUTLINE

---

### Program Purpose

To develop you as a world-class conscious change leader or consultant who can guide even the most complex organization and community transformation.

## Session One: Foundations of Self Mastery and the Change Leader's Roadmap

### Purpose

To introduce you to the program, create our culture, identify and explore your areas for development as a leader, develop and expand self-mastery skills, and explore and apply CLR Phase I.

### Day 1 Topics

- ▶ Welcome and Introductions
- ▶ Overview of Session One
- ▶ Engaging the Community
- ▶ Our Way of Being Together
- ▶ Overview of the 4 Sights
- ▶ The Conscious Change Leader Accountability Model
- ▶ Foundation Breathing Practice
- ▶ Your Breakthrough Exercise

### Day 2 Topics

- ▶ Life Styles Inventory Results
- ▶ Active Listening Skill Development
- ▶ Peer Coaching Conversations: LSI Results
- ▶ Project Introductions
- ▶ Strategic Change Disciplines Overview and Application
- ▶ Organizational Simulation



### Day 3 Topics

- ▶ Check-In
- ▶ Mindset in Action
- ▶ Understanding Self-Mastery
- ▶ Ego and Being
- ▶ Breathing Practice
- ▶ Comfort Zone
- ▶ Self-Limiting Patterns: Understanding Yours
- ▶ Self-Awareness Record
- ▶ Breathing Practice

### Day 4 Topics

- ▶ CLR Logic Flow: Phases, Activities, and High Leverage Tasks
- ▶ CLR Phase I Project Assessment
- ▶ CLR Activity I.B: Case for Change and Desired Outcomes, and Project Application
- ▶ CLR Activity I.C: Capacity Review: Overview, Strategies to Generate Capacity, and Application

### Day 5 Topics

- ▶ Check-In
- ▶ CLR Activity I.E: Change Strategy Overview and Discussion
- ▶ CLR Task I.E.3: Change Governance and Decision-Making, and Case Study
- ▶ Action Planning
- ▶ Between Session Work
- ▶ Closing

## Session Two: The Four Sights in Action, Co-Creative Leadership and CLR Application

### Purpose

To reflect on, build and optimize your self-mastery practices, deepen your application of the 4 Sights, introduce and explore Co-Creating, the stages of leadership development and Conscious Process Design, and apply CLR Phases II and III.

### Day 1 Topics

- ▶ Welcome / Check-In
- ▶ Overview of Session Two
- ▶ Between Work Status
- ▶ 4 Sights Reflection
- ▶ Somatic Awareness Exercise
- ▶ Dynamics of Self-Limiting Patterns
- ▶ Vertical Leadership Development Overview

## Day 2 Topics

- ▶ Vertical Leadership Development Application
- ▶ Co-Creative Way of Being
- ▶ Co-Creative Principles 1 – 4
- ▶ CLR Task I.E.2: Values and Guiding Principles, and Application
- ▶ Conscious Process Thinking: Overview and Practice

## Day 3 Topics

- ▶ Check-In
- ▶ Conscious Process Thinking Application
- ▶ Outdoor Adventure

## Day 5 Topics

- ▶ Check-In
- ▶ Flow State Anchor: Deep Guided Process
- ▶ Between Session Assignments
- ▶ Action Planning
- ▶ Appreciations

## Day 4 Topics

- ▶ Check-In
- ▶ Acceptance / Denial
- ▶ Optimizing: Personal Change
- ▶ CLR: I.F.2: Conditions for Success
- ▶ CLR: I.F.5: Program Correction Strategy
- ▶ CLR Phase II: Launch Strategy Overview

## Session Three: Advanced Self Mastery and Applying Conscious Change Leadership in Organizations

### Purpose

To reflect on and refine your Breakthrough Journey, deepen your self-mastery practices, delve further into Co-Creativity, learn and apply the Breakthrough Consulting Process, and apply Phase IV of the CLR methodology.

### Day 1 Topics

- ▶ Welcome / Check-In
- ▶ Overview of Session Three
- ▶ Breakthrough Declarations / Feedback
- ▶ Co-Creative Principles 5 – 8
- ▶ Breakthrough Consulting Process
- ▶ Resolving Project Dilemmas Using the BCP

### Day 2 Topics

- ▶ Breakthrough Consulting Process Practice
- ▶ Advanced Breathing Practice
- ▶ Core Beliefs and Personal Application
- ▶ Active Listening / Self Disclosure Exercise
- ▶ Active Release Techniques
- ▶ CLR Phase IV: Design and Project Application

### Day 3 Topics

- ▶ Intention and Attention
- ▶ Energy Release Techniques
- ▶ Creating Technologies and Personal Application
- ▶ Programming through Mental Rehearsal; Guided Process
- ▶ Special Event: Nature Walk

### Day 4 Topics

- ▶ Check-In
- ▶ CLR Phases V-VI: Impact Analysis and Implementation Planning and Project Application
- ▶ CLR Pacing Strategies and Application
- ▶ Conscious Process Facilitation and Exercise

### Day 5 Topics

- ▶ Check-In
- ▶ Programming for Optimal Performance: Guided Process
- ▶ CLR Phase VII: Implementation Monitoring
- ▶ Between Session Assignments
- ▶ Action Planning
- ▶ Appreciations

## Session Four: Putting Self Mastery and Culture Change into Action; Graduation

### Purpose

To explore culture change, its strategic levers, and how the CLR drives it, review and discuss CLR Phases VII and IX, complete the exploration of Co-Creativity, practice advanced self-mastery techniques, and determine how you will move forward applying what you've learned personally and professionally. We close this session with appreciation and graduation!

### Day 1 Topics

- ▶ Welcome
- ▶ Overview of Session Four
- ▶ Participant Updates and Between Work Status
- ▶ Culture Theme
- ▶ Co-Creative Principles 9 – 12

### Day 2 Topics

- ▶ Check-In
- ▶ Strategic Levers for Culture Change and Application
- ▶ CLR & Culture: How CLR Drives Culture Change
- ▶ Case Study Exercise
- ▶ Internal Process Dynamics Overview
- ▶ Reprogramming Self-Limiting Patterns and Guided Process

### Day 3 Topics

- ▶ Check-In
- ▶ CLR Phase VIII: Integration and Mastery
- ▶ CLR Phase IX: Learning and Best Practices for Change
- ▶ Case Study: Leveraging Lessons Learned
- ▶ Special Outdoor Event: Engaging Your Being in Nature

### Day 5 Topics

- ▶ A Note from My Being: Capturing Insights and commitments
- ▶ Accomplishments Circle
- ▶ Appreciations (recorded process)
- ▶ Graduation!

## Day 4 Topics

- ▶ Describing the Value of CLR to Clients
- ▶ Putting It All Together: Key Insights from the CLR
- ▶ CLR High Leverage Tasks Review
- ▶ Your Role as a Strategic Change Consultant
- ▶ The Being First System for Catalyzing Breakthrough
- ▶ The Life You Are Creating: Deep Personal Application

---

*ENROLL ONLINE AT:*

[BeingFirst.com/4Sight](https://BeingFirst.com/4Sight)

---