



**4 and 20 Million.**

# LEARNING PROGRAMMES & COURSES

**Training to elevate performance  
for teams, individuals &  
emerging leaders**



# 4AND20MILLION HELP TEAMS TACKLE THE BIGGEST CHALLENGES OF MODERN WORK

We're in a new era of hybrid working, whilst facing growing burnout and stagnant productivity.

4and20Million equip **teams, individuals and emerging leaders** with the skills to navigate these challenges and thrive.

- We help teams collaborate effectively in our new hybrid world
- We nurture engaging and confident public speakers
- We improve personal productivity whilst addressing burnout and work/life balance
- We upskill professionals to supercharge career progression
- We empower managers to lead high-performing teams

Our energising, insightful and pragmatic courses are designed to create a lasting, positive impact.

Here's how we do it...



**4and20Million.**



**Alex & Dan**  
**4and20Million**

# TEAMS

CREATING HIGH PERFORMING TEAMS

## SUSTAINABLE EXCELLENCE

Boost productivity and performance whilst reducing stress, anxiety and burnout

## COLLECTIVE BRILLIANCE

Unite individuals, enhance collaboration and supercharge team effectiveness

## CREATING A FEEDBACK CULTURE

Empower your team to deliver, accept and normalise feedback, creating fuel for personal growth



## TEAM BUILDING RETREAT

Combine our team training with a choice of wellbeing, bonding and corporate activities over two days at a fantastic venue for a custom-made team experience

# INDIVIDUALS

SKILLS THAT ACCELERATE PERSONAL GROWTH

## COMPELLING STORYTELLING

Crafting great presentations and compelling narratives

## PRESENTING WITH CONFIDENCE

Public speaking and presenting with authentic confidence

## BOOSTING PERSONAL PRODUCTIVITY

Techniques to maximise sustainable productivity

## AVOIDING BURNOUT

Create a healthy work / life balance

## COPING WITH CHANGE

Bolstering resilience, building self-esteem and responding effectively to challenges

# EMERGING LEADERS

CREATING LEADERS THAT PEOPLE WANT TO FOLLOW

## FROM BOSS TO COACH

Managing others:  
Fostering psychological safety

## ENABLING HIGH PERFORMANCE

Leading team culture & delivering effective feedback

## UTILISING EMOTIONAL INTELLIGENCE

Increasing self-awareness, personal development, emotional agility and situational management skills



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EMERGING  
LEADERS

FROM BOSS TO COACH

## MANAGING OTHERS: FOSTERING PSYCHOLOGICAL SAFETY

Much of what we might think of as leadership is often rooted in control and hierarchy. Whilst there might be a place for this in certain scenarios, it cannot be the only leadership tool in your armoury.

Getting the best from a team requires more than simply dictating work or having the most knowledge.

To enable others to do their best work, the best leaders coach, nurture and inspire their people. This relationship isn't forged overnight, but it's what sets great teams and leaders apart and is essential for great collective performance.

**From Boss to Coach** explores how you can create a culture of great performance and how to enable others without micromanaging.

By fostering psychological safety, creating effective communication and exploring how to effectively manage your reactions, *From Boss to Coach* is a game-changing module for those with leadership aspirations.

Contact us at [www.4and20Million.com](http://www.4and20Million.com) for further details

FROM BOSS  
TO COACH

LIKE  
A  
BOSS



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EMERGING  
LEADERS

ENABLING HIGH  
PERFORMANCE

LEADING TEAM CULTURE & DELIVERING  
EFFECTIVE FEEDBACK

Your approach, attitude and demeanour are all highly contagious. Just sitting next to someone in a bad mood has been shown to limit performance! How you approach your day sets the tone and the standards for the people around you, especially those you manage.

One of the most critical ways in which we can influence the performance of others is through our ability - or inability - to provide effective feedback. Our natural aversion to the phrase *'Can I give you some feedback?'* often prevents effective communication and hinders performance and progress.

However, well-delivered feedback can be the spark that elevates performance, enables people to overcome blind spots and reduces barriers to personal and professional growth. It should be the tonic we all crave!

**Enabling High Performance** explores how to positively influence those around you through your behavioural cues and effective feedback - a must for managers and team leaders!

Contact us at [www.4and20Million.com](http://www.4and20Million.com) for further details



ENABLING HIGH  
PERFORMANCE



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EMERGING  
LEADERS

## UTILISING EMOTIONAL INTELLIGENCE

### ADAPTING OUR PERSONAL RESPONSE TO DIFFERENT CHALLENGES

Combining an in-depth personal profile with a collaborative half-day group development session, **Utilising Emotional Intelligence** explores the impact of a range of key traits on personality and behaviour. This includes our relationship with stress, our social energy, how emotion affects our decision making, our self-perception and internal monologue.

By exploring these aspects of our personality - and importantly seeing ourselves in contrast to others - we are able to better understand the 'why' behind behaviour, and appreciate where and how we may need to adapt to benefit both ourselves and our relationships with others. You'll come away understanding your own motivations, triggers and behaviours in a new light, with a clear model for creating personal development goals as a result. You'll also gain insight into how our emotions, behaviours and decisions interact, a hugely valuable asset when working with others.

Particularly suitable for team leaders, this course amplifies your capacity to understand yourself and enables a deeper connection with your team through better understanding of others.

**Utilising Emotional Intelligence** is powered by Lumina Spark, a modern psychometric tool that emphasises personal strengths, growth potential and effective co-working.

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**Deloitte.**

“Insightful, practical and hugely enjoyable, **4and20Million** have had a galvanising effect on our team's productivity, instilling a healthy, high-performance approach towards how we work.”

**REPUBLIC OF MEDIA**

“In 20 years in the industry, I can't think of a more useful 2 hours of training I've had. Even our most experienced staff members learnt more about themselves and how to better understand their colleagues.”



“Immensely valuable and insightful. I wouldn't hesitate in recommending to other companies that **engaging with 4and20Million** creates a really positive outcome on the effectiveness of their people.”



“The team at 4and20Million provided the **best presentation and storytelling training I have ever experienced**. I wholeheartedly recommend them to train your team. It is an investment you will not regret.”



**4and20Million.**

sky | MEDIA

**BDO**

**KPMG**

**Heathrow**  
Making every journey better

**The Growth Company**

**brother.**  
at your side

**News UK**



To discuss a course package that's right for you, or to learn about our courses for teams and individuals, please contact Alex or Dan through the details below.

We're always more than happy to talk through the content, answer any questions and see how we can create **lasting, positive impact** for your team.

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