



**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...



**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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INDIVIDUAL

COMPELLING  
STORYTELLING

## CRAFTING GREAT PRESENTATIONS AND COMPELLING NARRATIVES

Crafting and delivering powerful stories is how people persuade, inspire and unite those around them. Without a compelling narrative and great delivery, even the strongest ideas, proposals and appeals can be undervalued or misunderstood.

Whether that's in a client meeting, a cold call, a presentation, networking session, video conference, internal meeting or a major pitch - the ability to find and articulate a persuasive story is an invaluable skill.

This training harnesses insight from psychology and neuroscience to ensure participants can create a narrative that connects with an audience in a meaningful way.

**Compelling Storytelling** covers the principles of crafting a narrative to engage audiences, ensuring they feel inspired and energised. We instill belief in the words you are saying and a clarity of message, with the focus always on the audience experience.

The outcome is more compelling narratives, a more confident and coherent articulation of your offer and better engagement with your existing and prospective clients.

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

COMPELLING  
STORYTELLING

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INDIVIDUAL

PRESENTING WITH  
CONFIDENCE

**PUBLIC SPEAKING AND PRESENTING WITH  
AUTHENTIC CONFIDENCE**

For some of us, the fear of speaking in public can be debilitating.

Whether it's an internal meeting, a large speaking event, in front of a few or a thousand. Whether you're a seasoned speaker or a nervous communicator, we can all hone our public speaking to engage and captivate our audience.

This module examines how to communicate with passion and energy. We share practical tips that nudge your brain into a positive, excited mindset to overcome nerves, and discuss techniques to get the most from your delivery.

By creating a safe and supportive environment, **Presenting with Confidence** provides the perfect opportunity to experiment with different techniques, helping you find and showcase the power of your natural delivery style.

The objective is to ensure that public speaking - in whichever environment you operate - becomes an enjoyable, memorable experience for all.

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PRESENTING WITH  
CONFIDENCE



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INDIVIDUAL

BOOSTING PERSONAL  
PRODUCTIVITY

TECHNIQUES TO MAXIMISE SUSTAINABLE  
PRODUCTIVITY

No matter how hard we work, it can feel like we're always racing to keep pace. We work in a whirlwind of relentless demands and never-ending to-do lists.

As a result, we see the levels of stress and anxiety across the workforce steadily increasing. Even before COVID, YouGov found that 74% of UK adults felt unable to cope due to workplace stress in a typical year.

**Boosting Personal Productivity** develops the skills and behaviours we need to thrive in our hyper-connected, fast-paced working world. We examine how it is possible to create high quality work in less time by fending off distraction and encouraging clear, structured planning.

We explore established techniques and skills that will bring more control, calm, clarity and creativity into your daily life. This is about doing your very best work in a sustainable, healthy way.

This course will boost productivity and performance, and provides practical ways of prioritising workloads, structuring the day and managing time and attention when faced with an ever-growing list of competing priorities.

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BOOSTING  
PERSONAL  
PRODUCTIVITY

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INDIVIDUAL

## AVOIDING BURNOUT

CREATE A HEALTHY WORK / LIFE BALANCE

When did you last complete your to-do list? Or get your inbox down to zero?

We might start each day trying to accomplish these goals, but they remain stubbornly incomplete. There is always more to do. And with work being available to us 24/7, it is difficult to know when to stop.

**Avoiding Burnout** recognises that high performance is not just about increasing productivity and work output. For the sake of both our work and - more importantly - ourselves, we also need good quality rest and downtime, and a meaningful life outside of our work.

This module develops behaviours and habits that prevent people from living in a constant state of overload and stress. In order to reach a place of high-performance, we have to create time to rest and recharge.

Through a range of inspirational sources, 4and20Million guide participants to create purposeful boundaries and meaningful finish lines. This is increasingly important given the prevalence of home working. For the sake of our brains and our health, we need to find ways to disconnect, pause, process and reflect. **Avoiding Burnout** will enable you to do this in a practical and uplifting way.

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## AVOIDING BURNOUT



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INDIVIDUAL

## COPING WITH CHANGE

### BOLSTERING RESILIENCE, BUILDING SELF-ESTEEM AND RESPONDING EFFECTIVELY TO CHALLENGES

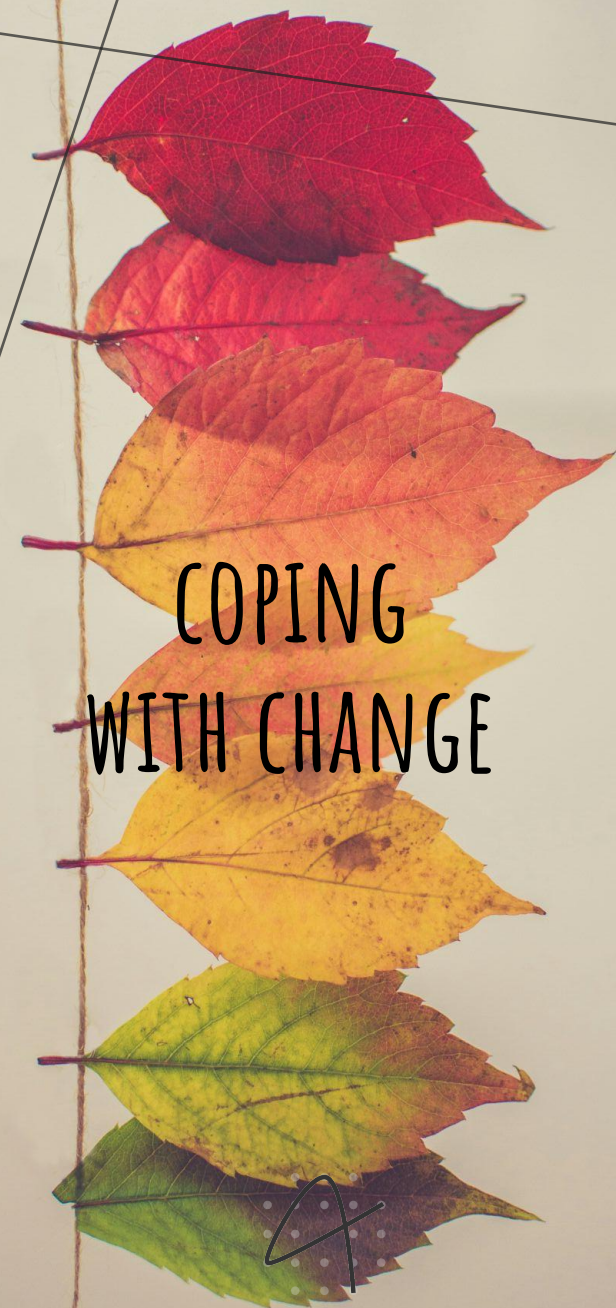
The world can sometimes feel like an uncomfortable place to be. Our roles evolve, our responsibilities expand, managers, clients and colleagues move on and change happens when we least expect it. Organisations are often in a state of disruption, whether planned or entirely unforeseen.

Add to this the five to seven times times we'll get a new job over a typical career, it's clear that one of the most critical skills we can develop is our own personal capacity to cope with change.

**Coping with Change** draws from neuroscience, philosophy and psychology to provide perspective and practical techniques to help navigate unsettling circumstances. Attendees will leave with a sense of empowerment, enabling them to reinforce their personal resilience and better manage the uncertainties of day-to-day working life.

This course is ideal for anyone dealing with change in the short-term, or wanting to build resilience and adaptability for the future.

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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.”



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sky | MEDIA

**BDO**

**KPMG**

**Heathrow**  
Making every journey better

**The Growth Company**

**brother.**  
at your side

**News UK**



For more details on these courses, or to enquire about our courses for teams and emerging leaders, 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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