



## Facilitated Foundation Training 2024

Our Facilitated Foundation Training (FFT) program is an immersive 360 search training program that is Trainer-led via 14 **live** webinars during a set five-week curriculum. This frees up your time while training your new or experienced recruiters, such as those who need a refresher or lack formal training on search fundamentals. Attendees include both new and experienced search consultants focusing on the candidate side or business development to full 360 search consultants.

FFT equips your recruiters with the skills, tools, and vernacular essential for a career in professional search. The quantity and depth of topics covered are also ideal for experienced search professionals who want to reaffirm existing skills or become proficient in deficient areas of knowledge.

We deliver FFT in a participative distance-based classroom setting, which includes 17 hours of **live** Trainer led course facilitation. The 14 **live** recap sessions expand and reinforce 60 chapters of 20 modules of our Foundation Training Program. FFT also includes over 30 hours of professionally produced videos, a 328-page participant training workbook, scripting exercises, quizzes and collaborative discussion questions. Participants learn and reinforce the essentials through live module recaps, group discussion, scripting and roleplaying.

**Each 5-week class series in 2024 will launch on the following Mondays:**

**January 8, February 12, March 18, April 22, June 3, July 8, August 12, September 23, October 28, December 2**

### **Program details and benefits**

**Live training without travel:** FFT is 100% distance-based, saving time and money for travel. Experienced Trainers are live on Zoom guiding students throughout the program. We also encourage students to join with their webcams. All live sessions are recorded and available for viewing up to two weeks after course completion.

**What is the time commitment?** During this five-week program, students will independently watch over 30 hours of training content on [www.nl-academy.com](http://www.nl-academy.com). They will also attend fourteen live webinars totaling 17 hours of LIVE classroom training. Owners/Practice Leaders who have their students take advantage of assigned scripting homework should allow them additional time each week to complete and turn in work to you for review.

Please note that week one of the training requires a minimum time commitment of 15 hours. *Ideally allow 30 hours*; the additional time considers pausing videos to take notes, homework, additional optional videos and if you elect for them to do the "Market Mastery Project." Week two is approximately a 12-hour time commitment and weeks three through five are approximately 8 hours of total time per week. **Owners/Team Leaders** adding on coaching calls can plan on two or four 15-minute calls with the Trainer to discuss their student during the series.

**Multiple learning methods:** Tenured NLE Trainers strengthen the learning process through live module recaps. This includes roleplaying, scripting exercises, facilitating group discussion and participation, and performance management (PAR/ KPIs/ metrics) while teaching and reinforcing the principles of professional search.

**Participants:** FFT is full 360 professional search training. Students vary from recruiters without search experience to experienced search consultants with years of experience. FFT comprises students focusing on the candidate side, full 360 search consultants, business development professionals, recruiting trainers, and search firm owners.

**Webinar length:** Each live webinar via Zoom is 60 or up to 90 minutes; fourteen live classes in total.

**Who teaches FFT?** Stacy Napoles and Christine Geiger lead FFT. You may also see Erin Bent teaching a class or two. These Senior Directors of Training and Development have over 60 years of combined search industry experience.

## Five-Week Format and Session Content

<u>Week 1</u>	<u>Module</u>	<u>Industry overview, planning and candidate recruitment</u>
Session 1	1	Search Industry Overview and Search Process Overview & Market Mastery Project
Session 2	4 & 9	Executing the Call plus Approaches to Recruiting
Session 3	2	Planning and Executing
Session 4	10	Responding to Recruiting Resistance
Session 5	12	Solid Candidate Data Sheets
<u>Week 2</u>		<u>Candidate matching, presenting, prepping &amp; debriefing plus intro to KPIs</u>
Session 6	11	Extending the Call plus Recruiting Objections & Rebuttals Roleplay
Session 7	13	Matching & Presenting Candidates plus Intro to Performance Management (KPIs)
Session 8	14 & 15	Candidate & Client Interview Prep plus Candidate & Client Debrief
<u>Week 3</u>		<u>Process management; pre-closing, qualifying, offer extension, acceptance, transition &amp; resignation</u>
Session 9	16	Pre-Closing & Qualifying
Session 10	18	Offer, Acceptance, Resignation & Transition; PAR (KPIs) due
<u>Week 4</u>		<u>Marketing/ Business Development; marketing resistance &amp; search assignments</u>
Session 11	3 & 5	Approaches to Marketing plus Marketing Resistance
Session 12	6	Solid Search Assignments, Marketing Objections & Rebuttals Roleplay; PAR due
<u>Week 5</u>		<u>Service charges &amp; resistance, contractual elements, top tips plus critical scenarios</u>
Session 13	7 & 8	Service Charges & Service Charge Resistance plus Critical Contractual Elements
Session 14	19	Top Tips for Success & Critical Scenarios discussion; PAR due

## Tuition

**\$1495** per

student for the  
full 5 weeks or

**\$1100** for the

first three weeks

- 14 LIVE Trainer-led webinars via Zoom
- 6 week's access to 30+ hours of streamed content on [www.nl-academy.com](http://www.nl-academy.com)
- Student and manager access to the FFT program starts 48 hours before the first live class
- Content includes Foundation Training modules and supplemental NLE TV episodes
- 328-page Training Workbook with quizzes, collaborative questions and answer key
- Assigned homework with student and Owner/Team Lead Homework Guides
- Daily directional emails and supplemental scripts
- Access to recordings of all 14 LIVE webinars for two weeks post course completion

## Coaching add-on with Owner/Team Lead

**\$150**

Two 15-minute coaching calls with Owner/Practice Leader and Trainer regarding student

**\$300**

Four 15-minute coaching calls with Owner/Practice Leader and Trainer regarding student

## Enrollment and purchase

<https://nlconsulting.com/product/facilitated-foundation-training/>

To purchase the first 3 weeks only for **\$1100** enter code **FIRSTTHREE** under **Have A Promotional Code?** in cart.

## For more information contact

**Christine Geiger**

Senior Director of Training & Development

Email: [christine@nextlevelexchange.com](mailto:christine@nextlevelexchange.com)

Direct: 972-265-5249

**Stacy Napoles**

Director of Training & Development

Email: [stacy@nextlevelexchange.com](mailto:stacy@nextlevelexchange.com)

Direct: 972-265-5380