



Facilitated Foundation Training

Next Level Exchange (NLE) continues to offer our highly regarded Facilitated Foundation Training (FFT) program. FFT 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. Students vary from 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 in the Foundation Training Program located on www.nextlevelexchange.com. The course includes 22 hours of professionally produced videos, participant training workbook, scripting exercises, quizzes and collaborative discussion questions. Additionally, participants learn through live module recaps, group discussion, scripting and roleplaying.

Each 5 week FFT class series will launch on the following Tuesdays:

2022 Oct 25 Nov 8 Dec 6 **First half 2023** Jan 10 Jan 31 Feb 21 March 14 April 4 Apr 18 May 9 May 30 June 20

Program Details and Benefits

Live training without the travel: FFT is 100% distance-based, saving time and money for unnecessary travel. Trainers are live on camera via GoToTraining (GTT) or Zoom, guiding each student throughout the process. We encourage students to join with their webcams as well. All webinar sessions are recorded and available for viewing up to two weeks after course completion.

What is the time commitment? During the five-week program, students independently view 22 hours of foundation training videos on www.nextlevelexchange.com and attend 14 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 into you for review. Please note that week one of training requires a minimum time commitment of 15 hours. *Ideally allow for 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 student time commitment and weeks three through five are approximately 8 hours of total time per week. Owners opting for coaching calls should plan on two or four 15 minute calls (during the five weeks) with the Trainer to discuss their student.

Multiple learning methods: Tenured NLE Trainers strengthen the learning process through live module recaps via webinars on GTT or Zoom. 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 two decades plus in our industry. FFT comprises students focusing on the candidate side, full 360 search consultants, business development professionals, recruiting trainers, and search firm owners.

Webinar length: The live webinar sessions are 60 or up to 90 minutes; fourteen live webinars 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 & 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 & 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 & 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 & 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

Investment Options

\$800/ student NLE Premium Member	Course facilitation and training materials (does not include extracurricular coaching). Certificate of course completion plus student and Practice Leader access to all fourteen live webinar recordings during training and for two weeks after course completion. <i>*tuition cost may increase in 2023</i>
\$1198/ student Non-NLE Premium Member	Course facilitation, training materials and full student access to NLE for five weeks while participating in FFT (does not include extracurricular coaching). Certificate of course completion plus student and Practice Leader access to all fourteen live webinar recordings during training and for two weeks after course completion. <i>*tuition cost may increase in 2023</i>
\$150/ student	Two fifteen minute coaching calls with FFT program Trainer and Owner/Practice Leader regarding student.
\$300/ student	Four fifteen minute coaching calls with FFT program Trainer and Owner/ Practice Leader regarding student.

For More Information Contact

Christine Geiger
Senior Director of Training & Development
Email: christine@nextlevelexchange.com
Direct: 972-265-5249

Stacy Napoles
Director of Training & Development
Email: stacy@nextlevelexchange.com
Direct: 972-265-5380