

Facilitator certification

What's it like, and is it worthwhile?



Free facilitation webinar 7 February 2018 in Adobe Connect

Hosted by Martin Gilbraith CPF CTF with Sunny Walker CPF CTF, Lindsay Sumner CPF & Alex Svetlichny CTF

Agenda

15:00-16:00 BST

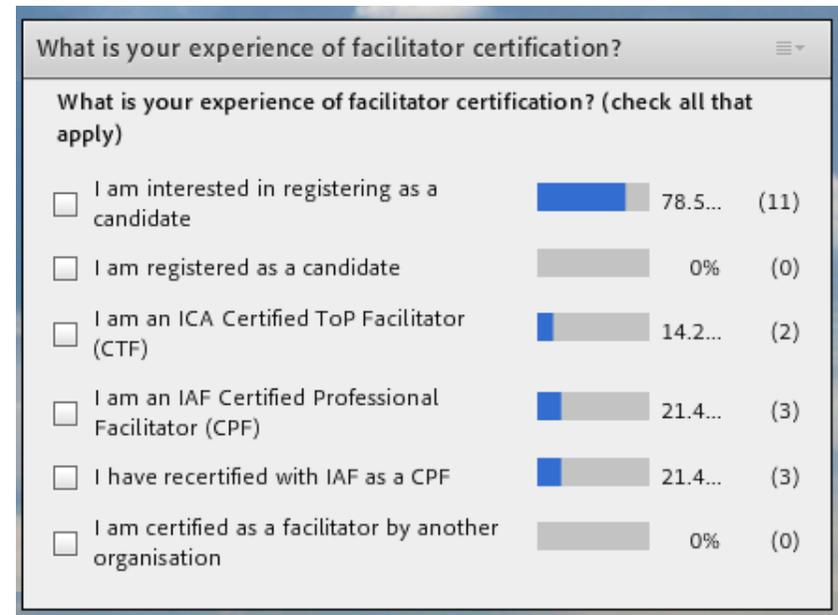
1. Opening, overview & introductions
2. Presentation, Q&A
3. Discussion
4. Reflection & close

Participants

16 from the Netherlands, Poland, Switzerland, UK, Ukraine & USA.

Introductions

- **Lee:** Hi, I'm Lee. Based in Southampton, UK
- **Carmel:** hi I'm in Manchester Uk
- **Artur:** Hello, everyone, Artur here from Warsaw
- **Yvonne:** Hello I'm Yvonne from Enschede the Netherlands
- **Jessica:** Hi, Jess from Brighton, late to the party apologies
- **Helena:** hello! I'm in Brighton.



Questions & comments

- **Laurence:** In those 6 topics what are you trying to achieve? i.e. resolve a disagreement? build a process? etc
- **Lindsay:** Laurence, the 6 topics are varied, so one might be a community session, one might be a corporate team session, but we deliberately leave it broad so that candidates and/or assessors can design an appropriate session
- **Yvonne:** so only verification, thank you. Because some are confidential.
- **Lindsay:** Yvonne, we understand about confidentiality, don't worry
- **Nate:** As part of the process is there a chance to see an example of what a completed portfolio looks like?
- **Artur:** I understand the design and result documentation needs to be translated in English

- **Alex:** Artur: Yes, all the documentation (including focusing questions and columns names on photo) should be translated
- **Artur:** That means that all documentation will need to be doubled
- **Alex:** yes
- **Jessica:** What value do you feel you have gained from certification?
- **Alex:** to Jessica: certification itself was a great developing process for me - probably even more important and valuable than many professional trainings
- **Jessica:** Thanks Alex - what made it so much more valuable? does it just allow for more focus?
- **Alex:** to Jessica: Variation and flexibility of using methods
- **Alex:** Each method has more deep level of understanding then it is presented in training programmes
- **Laurence:** so would it be fair to say that CPF is the faster to be achieve, since it is one certification day (potentially) vs building a portfolio
- **Lindsay:** CPF takes about 5 months start to finish, assuming you have your 7 sessions in place
- **Laurence:** Thanks Lindsay, so 5 months starts at what point and ends at what point? apologies if i missed key info at the start, been taking lots of notes!
- **Laurence:** understood and thanks for the answers - I am asking from the point of view of someone who runs a variety of meetings with teams within a specific company on a near weekly basis, have done that for 4 years. But thank you for the timeline that is hugely helpful!
- **Artur:** Lindsay, can you tell us a word about the 30-minute workshop on the assessment day?
- **Yvonne:** Does IAF authorise training courses that cover the IAF competences?
- **Lindsay:** Yvonne, yes - if you look on the website there are endorsed training courses. ICA is one of them
- **Artur:** Yvonne: there is an endorsement programme for training programme by IAF
- **Lee:** Hi. I've signed on to one of Martin's courses including my IAF Membership. Could that affect my registration for certification? I'm thinking about the dates and what comes first
- **Lindsay:** Sorry, Lee, I'm not sure what you mean?
- **Lee:** My membership won't be processed until June.
- **Lindsay:** I think it should be okay, but check the website for the specific dates for Birmingham
- **Helena:** So can I check. If I want get on the road to becoming a certified facilitator I can sign up to ICA training courses (in which order?) and can I use my facilitation of away days /visioning sessions as evidence?
- **Lindsay:** Helena, yes if they are process facilitation session
- **Helena:** Okay thank you. Martin. You pay for the ICA courses? And then do you pay on top of the ICA courses for IAF accreditation?
- **Sunny:** Yes, Helena, cost of certification is separate from the cost of any training courses.
- **Helena:** But you can have membership of the IAF without CPF accreditation etc?
- **Nate:** is the facilitation demonstration for the candidate to design?
- **Yvonne:** Is there contact with one of your clients?
- **Artur:** Financial question, 2400 USD and going up is difficult for many regions, Central Europe and not only I guess
- **Yvonne:** Are there any requirements regarding education?
- **Nate:** thank you! Yes it does!
- **Carmel:** What if you are new to this. I have lots of training workshop sessions etc and running events. How would this work for me?
- **Helena:** So what's the diff between CTF and CPF?
- **Sunny:** Helena, check the slides afterwards. CPF is something you do on your own. CTF is a mentored process.

- **Artur:** For CTF you have to do quite a series of sessions using the ToP methods
- **Helena:** Aha! I think as a developing facilitator, might attending a TOP course be a good step and then signing up to CTF be a good way forward?
- **Artur:** oh, a ToP course is very highly recommended :)
- **Alex:** :)
- **Helena:** I'm in the UK, so ICA are running courses thankfully.
- **Artur:** Lindsay, can you say something about the endorsed training programmes? Or is it out of scope here ??
- **Artur:** ok:)
- **Helena:** Right. ToP perhaps good for me then. Certification further down the line somehow if I can find an appropriate route.
- **Artur:** anything can happen :)
- **Artur:** what is the cost and timeframe??
- **Artur:** Client Collaboration
- **Helena:** it is on ICA site
- **Martin:** <https://www.iaf-world.org/site/professional/endorsement>

What have been the benefits of certification for you?

- **Sunny:** Aside from being listed at ICA and IAF websites as a certified facilitator, the benefit for me has been continual reflection of my process (I've done facilitation for MANY years), and the peer feedback which is INVALUABLE.
- **Lindsay:** Self-reflection - every time I recertify the self-reflection is invaluable, as Sunny says
- **Lindsay:** I learn every time I assess: I learn from the candidates, I learn from my fellow assessors and I learn about myself

What is your advice to prospective candidates?

- **Lindsay:** Read the information pack and read the instructions!
- **Lindsay:** When you fill out the application form, tell us what you do and how you do things, not just that you did it
- **Sunny:** Feel free to contact any of the CPFs or CTFs about their experience to gain a bit more clarity. I think ICA provides a form to look at your strengths for each competency area and what you feel you need to learn - thus a "self-assessment".

What insights or questions will you take away?

- **Yvonne:** My take away: the benefits as Lindsay explained
- **Yvonne:** A better understanding of how the assessment workshop works
- **Laurence:** There is a standard outcome but the process of facilitation is an open one and you can apply your individual methodology to get certified (at least to some degree)

Feedback

