



ADAPTIVE MINDSET®

Becoming Certified to Teach Adaptive Mindset for Agility®



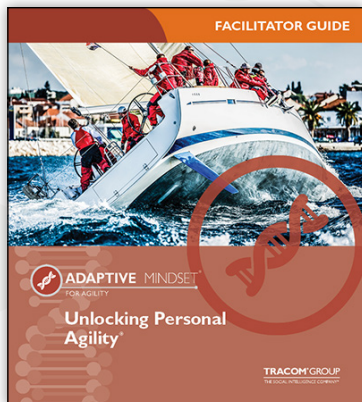
Certification Process and Resources

AUDIENCE

Trainers and Facilitators

USE

Certification is designed to provide all the knowledge and skills necessary to facilitate an Adaptive Mindset for Agility program. Certification is required when using multi-rater profiles.



TRACOM offers a variety of options to become a Certified Adaptive Mindset for Agility facilitator. TRACOM Certification provides all the knowledge and skills necessary to facilitate any TRACOM Adaptive Mindset for Agility program. Certification is required when using a multi-rater profile. It is recommended, but not required, when using a self-perception profile.

It is expected that all Certification participants have previous experience facilitating developmental workshops. Our program is focused on teaching the facilitator the fundamentals of Adaptive Mindset for Agility. Certification also explains the resources that are available to create a productive Adaptive Mindset for Agility learning environment.

TRACOM recommends, but does not require, that facilitator candidates enroll as participants in an Adaptive Mindset for Agility class prior to beginning their Certification process. This gives invaluable insights into how the course and concepts are experienced by participants.

OVERCOMING OUR ANCHORED MINDSET

People are creatures of habit. 98% of our thoughts are the same day after day. Our brains aren't naturally wired to create and embrace change.

Fortunately we can retrain our brains to be more agile. Consider how agility makes a difference in the workplace:

- A manager engages her entire team to challenge the status quo, finding new ways of operating and increasing customer satisfaction. She then energizes other teams to expand the initiative throughout the company.
- A salesperson recognizes a change in the supply chain that creates an opportunity for his largest customer. These insights improve the customer's business while increasing his own sales.
- The leader of a project implementation team identifies previously unforeseen pitfalls facing the project and collaboratively develops solutions, reducing the risk for long-term success.

DELIVERY OPTIONS

- Web-based phone certification
- On-site certification as part of an Adaptive Mindset for Agility program
- Web-based phone certification or on-site certification for previous Adaptive Mindset for Agility program participants.

TRACOM CERTIFICATION RESOURCES

The **Adaptive Mindset for Agility® Certification Guide** is the foundation of every certification. Using the guide, the master facilitator will cover core concepts of Agility and provide opportunities for candidates to “teach back” what they’ve learned.

The **Unlocking Personal Agility® Administration Kit** is a step-by-step guide for teaching a one-day course, with detailed descriptions of the Agility concepts and guidance for facilitating the course.

The **Adaptive Mindset for Agility® Multi-Rater Profile Guide** is a thorough explanation of the Adaptive Mindset for Agility Multi-Rater Profile from both the facilitator’s and participants’ perspectives. It shows how to use the Multi-Rater profile to enhance the understanding and impact of training.

The **Adaptive Mindset for Agility® Technical Report** describes the research and development of the IDEA Model and is intended to accompany Adaptive Mindset for Agility facilitator materials. By reviewing this report, you will understand the important role that research plays in the IDEA Model.

Many TRACOM products may be purchased online. Visit tracom.com for more information.



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Certification Agenda

INTRODUCTION

- Certification Course Purpose
- Objectives
- Agenda
- Certification Process
- Your Expectations

AGILITY OVERVIEW

- Core Concepts
- Candidate Teach-Back

IDEA MODEL

- Core Concepts
- Candidate Teach-Back

MODEL RESEARCH AND DEVELOPMENT

- Core Concepts

AGILITY BIASES AND STRATEGIES

- Core Concepts
- Candidate Teach-Back

PROFILE REVIEW

- Core Concepts

PROFILE DEBRIEF AND PRACTICE

- Candidate Teach-Back

QUESTIONS AND ANSWERS

FREQUENTLY ASKED QUESTIONS

SAMPLE PROFILE REPORTS

TRACOM® GROUP

THE SOCIAL INTELLIGENCE COMPANY®

303-470-4900 • 1-800-221-2321

tracom.com