

THE HUMAN ELEMENT®
CERTIFICATION
(THE PHASE II – LHEP)

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Om du har genomgått en 5 dagars grundkurs i The Human Element kan du gå en vidareutbildning för att bli certifierad THE-handledare.

Handledarutbildningen syftar till att:

- fördjupa din förståelse för FIRO-teorin och för The Human Element-ideérna och dess tillämpningar på såväl individnivå som för grupp och organisation
- öka din självinsikt
- ge dig träning i att använda och förmedla The Human Element, både som idé och modell och praktiskt med instrument och annat material
- certifiera dig som THE-handledare

Kursen pågår i 12 dagar

Den är mycket intensiv och du är uppbokad såväl kvällar som helger.

Så här beskriver några deltagare sina upplevelser av en handledarkurs:

"Denna 14-dagars "berg- och dalbana" gav mig nya insikter och mer övning och färdighet i hur jag kan använda modellen och dess verktyg i olika sammanhang. Handledarna var otroligt duktiga! Inte minst för att de redan från första dagen avdramatiserade mina prestationskrav genom att betona det ödmjuka förhållningssättet att det här handlar inte om perfektion utan om övning, övning och övning. De lade även stor tonvikt vid att presentera THE som ett alternativt förhållningssätt än som en enda "sann" metod, vilket är ett av skälen till att jag uppskattar THE så mycket.

Emma Rosqvist

Phase II gav mig möjlighet att göra en personlig resa i vilken jag bottnade i mig själv och lärde känna mig själv som handledare. Jag fick syn på mina rädslor och förmågor samt förståelse för vad jag tillför en grupp. Utöver det fick jag tillgång till en metodik som jag nu använder i mitt arbete med grupper, såväl i öppna kurser som i arbete med ledningsgrupps-utveckling. Jag är ytterst tacksam över att jag dessutom fick möjlighet att ha Ron Luyet som Phase II-handledare, han är en stor källa till kunskap och inspiration. På drygt två år har jag nu handlett tolv kurser i The Human Element samt använt metodiken och verktygen i flertalet av mina konsultuppdrag.

Cecilia Herneheim

Vem bör delta?

The Human Element Fas II riktar sig till HR-specialister och konsulter, som behöver en stabil grund och god förmåga när det gäller utveckling av individer och grupper. Kursen riktar sig också till ledare som vill förbättra sitt ledarskap, bl.a. genom ökad självinsikt, och öka sin förmåga att förstå och handleda processer i grupper och mellan individer.

Tid: 28 januari – 8 februari 2013

Plats: I Sundsvallsområdet

Handledare: Ron Luyet

Pris: Kurspriset motsvarar \$ 6 000 exkl. moms

Härtill kommer internatkostnaden.

Internatskostnad 14 020 kr (15 702 kr inkl moms)

Österström Konferens & Rekreation, Liden

www.osterstrom-konferens.se

Anmälan och mer information

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Anmälan senast den 25 oktober 2012.

Formella krav: Du skall ha genomgått en 5 dagars grundkurs i The Human Element.

The Human Element® Certification (THE Phase II – LHEP)

The Human Element Certification Workshop will certify you to use the Elements of Awareness, conduct the five-day Human Element workshop, and use The Human Element methodology in training, consulting and coaching. As part of this 12-day program, you will have the opportunity to deepen your own personal experience of The Human Element, practice facilitating key components of the program, and consult with a senior trainer concerning your plans for using this material. In addition, the workshop will provide you with the opportunity to explore different applications of the work including leadership development, team building, customer service, collaboration, decision making and performance improvement.

Who Should Attend

Organizational development and effectiveness professionals, human resource managers, consultants and coaches. The program is ideal for individuals who are responsible for improving organizational culture or people new to the human relations field. It is also recommended for executives who aspire to become more effective leaders and individuals seeking further personal and professional development.

Outcomes

Participants will:

- Be certified to use the full range of the Elements of Awareness including:
 - Element B: Behavior
 - Element F: Feelings
 - Element S: Self
 - Element W: Work Relations
 - Element O: Organizational Climate
- Learn to use Human Element tools including:
 - Team Compatibility Index
 - Concordance™ Decision Making process
- Enhance their facilitation skills and deepen their ability to be accountable, open and honest while facilitating the work.
- Refine group leadership and group facilitation and process skills.
- Increase their self-awareness and gain a greater ability to identify individual behavioral preferences.
- Deepen their understanding of FIRO® theory and how to apply it in their areas of practice.
- Practice training participants in the methods for applying these concepts in real learning, coaching and process improvement activities.
- Acquire working knowledge of FIRO theory.

Special Features

Graduates may publicize themselves as Certified Human Element trainers and are certified to use and purchase all of the Elements of Awareness. They may create Human Element-based programs using Human Element materials.

Coaching

Coaching is available to enhance learning and to provide additional support, for an additional fee.

Prerequisites

Completion of The Human Element Workshop is required.

Workshop Agenda

Activities for the 12 days are scheduled to maximize participant learning through active engagement, hands-on facilitation practice and feedback. Each day begins with a community meeting to discuss the day's activities. One Human Element module is assigned for the day's practice, and instruction about the module, its history, purpose, and design theory is provided by a senior facilitator. Small groups are given time to design presentations for the module which are delivered in the afternoon. Following delivery, feedback is provided by workshop participants and the facilitator. Each day ends with advanced sessions or further personal work.

Modules covered:

- Day 1: Introduction
- Day 2: Truth and Choice
- Day 3: Behavior
- Day 4: Feelings
- Day 5: Self
- Day 6: Self-esteem
- Day 7: Defenses
- Day 8: Organizational Applications and Compatibility
- Day 9: Work Relations
- Day 10: Teamwork
- Day 11: Decision Making
- Day 12: Action Plans and Close

Bio information on Ron Luyet

Ron Luyet is a founder and principle of the Green Zone Consulting Group and a Senior Consultant with the Japanese based global consulting firm Business Consultants Inc. He has worked with Fortune 500 companies around the world for over 30 years with an emphasis on emotional intelligence for executives and creating more collaborative work environments in organizations. His clients have include private sector companies like Boeing, Seagram's, Proctor and Gamble and public sector organizations such as the United Nations, NASA, US Dept. of Defense and the National Cancer Institute. He regularly presents an 8 day Executive Leaders Program for Japanese CEOs and Presidents focused on social intelligence or Ningen-Ryoku "Human Power".

He is a master group facilitator whose classic instruction came from such group dynamics pioneers as Carl Rogers and Will Schutz. Ron knew Dr. Schutz for forty years, and worked closely with him in the design of The Human Element® program and delivery of the Advanced Human Element Certification program which he still conducts. Ron co-designed with Jim Tamm the Radical Collaboration® Training Program now offered around the world which is the basis for the Harper Collins best-selling book *Radical Collaboration: Five Essential Skills to Overcome Defensiveness and Build Successful Relationships*. The Radical Collaboration training materials have been translated into 14 languages.

Ron co-founded The Institute for Personal Change in San Francisco, which provides a structured, intensive therapeutic program for people exploring the impact of childhood on adult behavior. Ron's work is described in his book, co-authored with Marion Pastor, titled "Where Freedom Begins".

Ron's early career was in the field of drug treatment and prevention. He was Chairman of the Palo Alto Community Drug Abuse & Prevention Programs. Ron has long been a student of meditation and comparative religions and is interested in the blending of western psychology with eastern introspective methods. He was introduced to contemplative practice by Allan Watts in the 60's and has studied with many in the transpersonal field including, Ram Dass, Muktanadna, Oscar Ichazo, Ralph Meszner, James Fadiman, Steven Levine and Choayam Trungpa.

