

THE HUMAN ELEMENT® TRAINER CERTIFICATION

(PHASE II - ADVANCED TRAINING)

The Human Element® Trainer Certification (Phase II - Advanced Training)

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 en av deltagarna sin upplevelse 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. Känslan jag hade när jag åkte därifrån kan illustreras med scenen i filmen Trollkarlen från Oz, när Dorothy och Toto står vid början av "the yellow brick road", - vid en ny startpunkt, förväntansfulla att ta sig an de utmaningar som vägen bär med sig, även om vägen är oviss när de startar".

Emma Rosqvist, Göteborgs Spårvägar

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: 1 – 12 februari 2010

Plats: I Sundsvallsområdet

Handledare: Ron Luyet

Pris: Kurspriset motsvarar \$5 000 exkl. moms, c:a 40 000 kr. Härtill kommer internatkostnaden.

Internatskostnad 13 060 kr (15 415 inkl moms)

Österström Konferens & Rekreation, Liden

www.osterstrom-konferens.se

Anmälan och mer information

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Anmälan senast den 30 oktober 2009.

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

The Human Element® Trainer Certification (Phase II - Advanced Training)

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 Vice President of Consulting & Training for the international consulting firm Business Consultants Network. He has worked with Fortune 500 companies for over 30 years with an emphasis on, emotional intelligence for executives, understanding the dynamics of high performance work teams, and managing and resolving conflict. His clients have include private sector companies like Boeing, Seagram's, Proctor and Gamble and public sector organizations such as the United Nations, NASA and the National Cancer Institute.

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 over thirty years, and worked closely with him in the design of The Human Element®, an integrated series of modules which focus on creating climates of trust and collaboration within the workplace. Ron also worked with Dr. Schutz for in the delivery of the advanced Human Element Certification program.

Ron's early career was in the field of drug treatment and prevention. He was once 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 mediation by Allan Watts in the 60s and has studied with many in the transpersonal field including, Ram Dass, Muktanadna, Oscar Ichazo, Ralph Meszner, James Fadiman, Steven Levine, and Choayam Trungpa.

Ron is the co-author with Jim Tamm of the best selling book: *Radical Collaboration – Five Essential Skills to Overcome Defensiveness and Build Successful Relationships*. The book was recently released in paperback and has been translated into five 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 *Where Freedom Begins*, co-authored by Marion Pastor, Ph.D. Ron Luyet.

