

Join the cadre of WSP™ experts by becoming certified with the Equipping program this coming February, 2019. Then choose to continue with the Application and Solutions Facilitation Certification that follows in April, 2019. Receive your personalized online Certified log-in of alignment resources and more. Plus, be one of the first to experience and provide services with the *new* Digital Mobile Inventory and its WorkStyle Fit Analytics.

Program Options in 2019 for WSP™ Inventories Certifications:

- **Equipping Certification – Administration and Interpretation of WSP™ Inventories.**
 - For Talent Management and coaching purposes.
 - Four virtual sessions and distance learning practicums.
- **Facilitation Certification – Applications and Solutions with WSP™ Inventories.**
 - For Training and Consulting services within work environment settings.
 - Two day and evening experiential on-site sessions in Scottsdale AZ. following completion of the Equipping program.

See table below for specific information – we look forward to talking with you to share even more!!!

WORKSTYLE PATTERNS® (WSP™) INVENTORIES AND PROCESS CERTIFICATIONS			
Inventories Certification	WSP™ Equipping Certification	WSP™ Facilitation Certification	WSP™ Sponsorship Certification
Focus	Administration & Interpretation	Applications & Solutions	Alignment Planning & Support
Qualified To	Purchase and administer WSP™ Inventories, products, books and research-based analytics to provide interpretation and coaching for individuals and groups that ensure aligned workforce and workplace opportunities Store, manage and retrieve reports and WSP™ online resources with customized code	Provide WSP™ training and consulting alignment processes such as talent management, teaming, hiring and selection, role clarification, leadership development and work culture assessments and design Utilize online resources with WSP™ Inventories, Products, books and global analytics to ensure sustained workplace and workforce alignment	Provide alignment guidelines for implementation of WSP™ Inventories, products, books and analytics for changing workplace practices and workforce expectations Access online individual and group WSP™ Inventory reports to ensure ethical and positive organizational outcomes
Learning Methods	Distance learning with virtual face to face sessions and online resources. Between session assignments and practicums	On-site group experiential learnings and practicums with current industry-wide work situations and work culture analytics	Distance learning with virtual face to face sessions, scenarios, exercises and access to virtual and online resources
Dates, Times & Location	Feb. 15, 2019, Mar. 1, 2019, Mar. 15, 2019 and Mar. 29, 2019 10:00 to 2:00 PST (1:00-5:00 EST) Virtual Teleconference	April 2019 – Dates TBD according to group: (day 1 - 4:00 to 8:00 PST, and days 2 & 3 - 8:30 to end of day PST) On site Scottsdale, Arizona	May 2019 – Dates TBD according to group: 10:00 to 2:00 PST (1:00–5:00 EST) Virtual Teleconference
Cost	\$2,850 Initial Certification \$1,850 Recertification	\$1,750 Initial Certification \$1,350 Recertification Equipping Program Prerequisite (lodging priced separately)	\$1,575 Initial Certification \$ 975 Recertification

How might you or a colleague participate? Call or email us very soon!

Discounts Offered! A discount of \$100 each when two or more colleagues of the same organization attend the program together (\$50 for recertification participants).

WSP™ Inventory Facilitation Program Lodging. An additional all-inclusive package rate fee of \$650 will include accommodations at the Gainey Suites Hotel: two nights in a one-bedroom suite with separate kitchen and living areas, breakfast buffets, gourmet lunches, and light evening meals. To preview the hotel, visit www.gaineysuiteshotel.com. (This special lodging rate is subject to change based on season and availability.)

Cancellations and Refunds. Refunds are not offered; however the Certification payment can be extended to a future program, transferred to another company representative or colleague, applied to WSP™ Inventory experiences and/or WSP™ Author consultations.

Looking forward to sharing more with you about these three Certifications and which one or combination of may be most appropriate for you and your current or forthcoming workplace activities.