THE MCFLETCHER CORPORATION

WorkStyle Patterns® (WSP™) Inventories Certification Options – 2026/2027
Equipping, Facilitation and Sponsorship Programs

Join the cadre of WSP™ experts by becoming certified with one of the WSP™ Inventories Certification programs in 2026. Receive your personalized Certified login of online alignment resources and updates of products and research-based reports for coaching applications.

Program Options for WSP™ Inventories Certifications:

- ***Equipping Certification – Workforce Interpretation and Coaching of WSP™ Inventories.***
  - For Talent Management and Coaching purposes.
  - Four, self-paced virtual sessions and between sessions distance learning practicums combined with live interactive activities.
- ***Facilitation Certification – Workplace 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.
- ***Sponsorship Certification – Strategic Support with WSP™ Inventories.***
  - For Workplace Leaders or Consulting Team Mentors.
  - Two, two-hour virtual sessions and distance learning practicums.
- ***Qualification Certification – Administration and Support with WSP™ Inventories.***
  - For Authorization of Administration and Support of WSP™ activities, one four-hour virtual session.
  - Available only by client request.

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	**Interpretation & Coaching**	**Applications & Solutions**	**Strategic Support & Planning**
Qualified To	Purchase and administer all WSP™ Inventories, products, books and research-based analytics to provide interpretation, talent management services and coaching for individuals and groups that ensure aligned workforce and workplace opportunities. Store, manage, retrieve reports and WSP™ online resources with own customized code.	Provide WSP™ training and consulting alignment processes such as teaming, hiring and selection, role clarification, leadership development and work culture 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	Flexible, self-paced online learning combined with live interactive activities and community-based practicums to apply and deepen your skills.	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.
Programs, Dates, Times, Location For 2026/2027	Individual preparation prior to program. **Fall 2026 / Winter 2027**: Initial session, individually based. Followed by virtual group interaction sessions: **Jan 29, 2027** and **Feb 12, 2027** – 10:00 am to 12:00 pm PST **Virtual Self and Group Learning**	Dates TBD according to group: Day 1 - 4:00 pm to 8:00 pm PST, and Days 2 & 3 - 8:30 am to 9:00 pm PST **On site in Scottsdale, Arizona**	Dates TBD according to the Individual or group. **Virtual Self and Group Learning**
Investment	$3,450 Initial Equipping - ***please see below*** for discount details and payment plan options *(Initial Annual License Use Fee included)* $1,950 Recertification *(Annual License Use Fee not Included)*	$3,275 Initial Facilitation $1,950 Recertification **Equipping Program Prerequisite** *(Lodging priced separately)*	$1,975 Initial Sponsorship *(Initial Annual License Use Fee included)* $1,475 Recertification *(Annual License Use Fee not Included)*

Discounts Offered! Get the discounted fee ($200 off) when paid 30 days before program begins, re-certifications get a discount fee ($100) if full payment made 30 days prior to start of program. Also, a discount of $100 each when two or more colleagues from the same organization attend the program together ($50 for re-certification participants).

Payment Information: Get the discounted fee ($200 off) when paid 30 days before program begins. We are also offering the following installment payment plan with a credit card on file: 4 automatic payments of $925 each due monthly. Re-certification payment plans are also available for 4 equal monthly payments of $525 as scheduled above.

WSP™ Inventory Facilitation Program. Location and housing information to be determined according to group and individual requirements.

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

We're looking forward to sharing more with you about these Certifications and which one or combination of may be most appropriate for you and your current or forthcoming workplace activities. For additional information, please contact us at: mcfletcher@mcfletcher.com or phone 480-991-9497 or cell 480-225-2729.

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