

## Trainer Certification

### Is This Right For You?

- ☑ I am an independent trainer or a member of a training company.
- ☑ Compassionate Accountability® (CA) supports a need in my market.
- ☑ I want to deliver CA to my clients.
- ☑ I have a plan for growing CA as part of my business.

### Certification Path

#### Activate The Mindset

Take our 20-min self-guided e-course on your own time to **experience the first part of our framework**, the Mindset that sets the stage for what's next.

#### Complete Pre-Requisite Course

**Complete our six-hour, virtual, instructor-led pre-requisite course**, Compassionate Accountability - Leading Out of Drama: Core Concepts. Enroll for \$650 online and find dates that work for you.

#### Get Certified

Our train-the-trainer process is a **20-hour, virtual, instructor-led certification**, which includes advanced review of materials and training guides. During certification you will learn how to interpret assessments, facilitate our signature courses, order materials and measure outcomes. Enroll for \$5500 and find dates that work for you. Note: We offer periodic in-person certifications.

#### Teach A Practice Course

**Gain confidence running your first program.** Certification includes \$250 credit towards materials so you can run a practice course. We are here to support you!

### How We Support You

- ☑ Unlimited help with training-related questions and tech support.
- ☑ Marketing and branding resources.
- ☑ Unlimited use of our proprietary outcomes assessments, NEOS® and Program Impact.
- ☑ Virtual forums and product updates.
- ☑ Professional development opportunities.

### Questions?

Contact Jamie Remsberg, Chief Product & Solutions Officer  
[jamie@next-element.com](mailto:jamie@next-element.com)

## How You Will Benefit

- Offer a solution to client needs around communication, leadership, healthy conflict, and difficult conversations.
- Teach practical behavioral skills that can be measured and observed.
- Teach a model that 94% of our clients rate as superior to anything else they have used.
- Build comprehensive programs to serve multiple levels in an organization.

## How Your Clients Will Benefit

- Gain self-awareness around CA skills and resilience to drama.
- Learn practical behavioral skills for implementing CA in daily interactions.
- Apply CA principles to improve leadership, team, culture, and organizational functioning.

## Performance and Professional Development Requirements

- Staying active is critical to maintaining skill. Independent trainers are required to purchase a minimum of \$1000 in materials per year, billed annually.
- We value quality and consistency in product delivery. So we provide ongoing professional development opportunities for trainers. We require independent trainers to attend one PD activity each year.

## Materials Available to CA Trainers



**The Compassion Mindset:** Our flagship course introduces three foundational components of Compassionate Accountability; the Mindset, Skillset, and Communication Template. This course can be taught in 3-4 hours and is the foundation for organization-wide implementation. Follow up with the Leader's Application Packs to create a comprehensive leadership program for mid-level managers. \$75 USD



**Core Concepts** – This executive-level course for leaders teaches all the CA tools: How to recognize drama in self and others; how to stop gossip and sabotage, how to support others in the most effective ways, how to coach others toward CA, and how to build drama resilience through self-care and self-management practices. Core Concepts is an 8-hour course that can also be taught in modules. For enhanced self-awareness, add the Compassion Insights Report. Follow up with Leader's Application Packs to build confidence and impact within a culture. \$75 USD



**Compassion Insights Report (CIR):** Help your clients gain insight into their compassion skills, drama risks, and resilience to drama. This comprehensive profile includes assessment results along with interpretive guides, reflection questions, and application activities. The CIR puts your client in charge of their own learning and discovery and offers a tool to empower the coaching, mentoring, or mediation relationship. \$75 USD

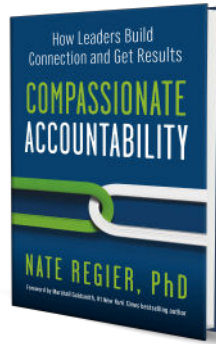
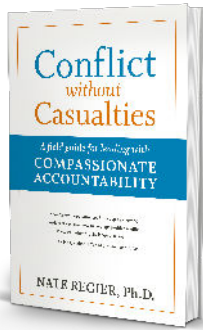


**Leader's Application Packs** – Four guided application handbooks help leaders apply CA to improve four critical functions: Leading Meetings, Conducting Performance Conversations, Making Daily Connections, and Making Apologies. Use these handbooks for application and reinforcement following other CA courses. Handbooks can be facilitated in 2-4 hours each. \$15 USD/each



**Three Switches E-Course** – Learn how to activate The Compassion Mindset® in every interaction by turning on the three switches of Value, Capability and Responsibility. This short, yet powerful e-course can quickly and effectively orient everyone in an organization to the big idea of CA and the mindset and behaviors that support CA. Contact us to learn more about becoming a reseller.

## Recommended Reading



## Building Programs with CA Materials

As a CA Trainer, you have the tools to impact change at five critical levels of an organization. These are our recommended pathways for each level. We are always available to help you design the best programs for your client needs.

**Onboarding for All Employees:** If Compassionate Accountability is a strategic focus, it's critical that all employees are speaking the same language and understand the foundational principles.

- **CA Culture Onboarding Path:** **Three Switches E-Course** OR **The Compassion Mindset**

**Emerging Leaders:** Ensure the success of newly promoted talent. CA teaches critical social-emotional competencies for moving from doers to people-leaders, with special focus on transforming drama into healthy contribution.

- **CA New Leaders Path:** **The Compassion Mindset. Recommended reading: Compassionate Accountability: How Leaders Build Connection and Get Results.**

**Mid-level Managers:** Use CA to improve key interaction and communication skills so managers can increase positive influence, increase engagement, boost trust, drive performance, and leverage the skills on their team.

- **CA Managers Leadership Path:** **The Compassion Mindset + Leader's Application Packs. Recommended reading: Compassionate Accountability: How Leaders Build Connection and Get Results, and Conflict Without Casualties: A Field Guide for Leading With Compassionate Accountability.**

**Senior Executives:** Apply CA at a strategic level to improve organizational communication, change management, engagement and retention efforts, inclusion and belonging initiatives, and other critical functions.

- **CA Executive Leadership Path:** **The Compassion Insights Report + Core Concepts + optional coaching, consulting, and follow-up reinforcement. Recommended reading: Compassionate Accountability: How Leaders Build Connection and Get Results.**

**Executive Coaching:** If you are doing executive coaching, use the **Compassion Insights Report** as the foundational assessment and guide for work around Compassionate Accountability.