



## Senior Action Learning Coach Certification Requirements (SALC)

### Eligibility

Certified Action Learning Coaches who have one hundred (100) hours of documented Action Learning coaching hours spanning over a minimum of 2 years. To include at least one longer term project – one that spans weeks or even months).

A listing of the engagements shall be submitted. As well as, a report documenting the challenges and learnings encountered during the longer term Action Learning project.

### Requirements

Certification by WIAL as a Senior Action Learning Team Coach requires co-leading\* with a Master Coach the three two day workshops in which participants build progressively their proficiency in coaching teams engaged in: (1) Action Learning, (2) the development and implementation of an Action Learning project, and (3) reflection and writing on their Action Learning experiences.

*Note: Foundations can be co-lead before achieving 100 coaching hours, and is required to lead Foundations for recognition by WIAL.*

The SALC applicant will be responsible for identifying a group for participation in the courses to be co-lead. This can be a group within an organization, or a collection of individuals seeking certification (similar to the public programs offered by WIAL affiliates).

During the three workshops you will be expected to deliver most of the material, lead discussions, and give feedback to the participants – related to their skills as an Action Learning Coach. You will be expected to use and explain the certification instrument for purpose of critiquing the participants. You will be required to explain the certification requirements and answer any questions that should arise.

### Process for certifying coaches as SALC

- 1) The Candidate must be sponsored by a MALC that has recently observed the ability as a Certified Action Learning Coach (CALC).
- 2) The Candidate submits a critique of the written reports submitted by the participants of the session the SALC candidate co-lead to the Certification Committee Chair.
- 3) The Master coach sends his/her critique and recommendation of the candidate to the Certification Committee Chair.
- 4) The Certification Committee Chair forwards the paper with the senior coach's input to the Certification Committee members.
- 5) Certification Committee members send their response to the Certification Committee Chair.
- 6) The Certification Committee Chair, based upon critique by the committee, communicates whether the candidate has met the requirements for certification to level of senior coach.
  - a) If the requirements haven't been met, the Chair would indicate areas of deficiency and recommended action steps to remediate.

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- b) If the person passed, the Chair would offer feedback indicating what they did well and what could be improved (in keeping with AL methodology).

**\* Note: Only one SALC candidate will be permitted to co-lead the training sessions.**

### **Annual Requirements**

Certification is considered current for a period of two (2) years. To renew your certification status you must:

- a. Submit proof of having coached a minimum of 4 Action Learning Team project during each of the prior two years. This proof will take the form of a brief written description of the project to Dr. Bea Carson ([bea.carson@wial.org](mailto:bea.carson@wial.org))
- b. Participating in the annual WIAL conference (or other WIAL sanctioned event), or participate in 2 mini forums, or host a WIAL mini forum (contact Dr. Bea Carson [bea.carson@wial.org](mailto:bea.carson@wial.org) for details). WIAL's version of continuing professional education.
- c. Maintain membership in your local affiliate, or if one is not available WIAL.
- d. Lean a minimum of 1 of the three programs (Foundations, CALC1, & CALC2)