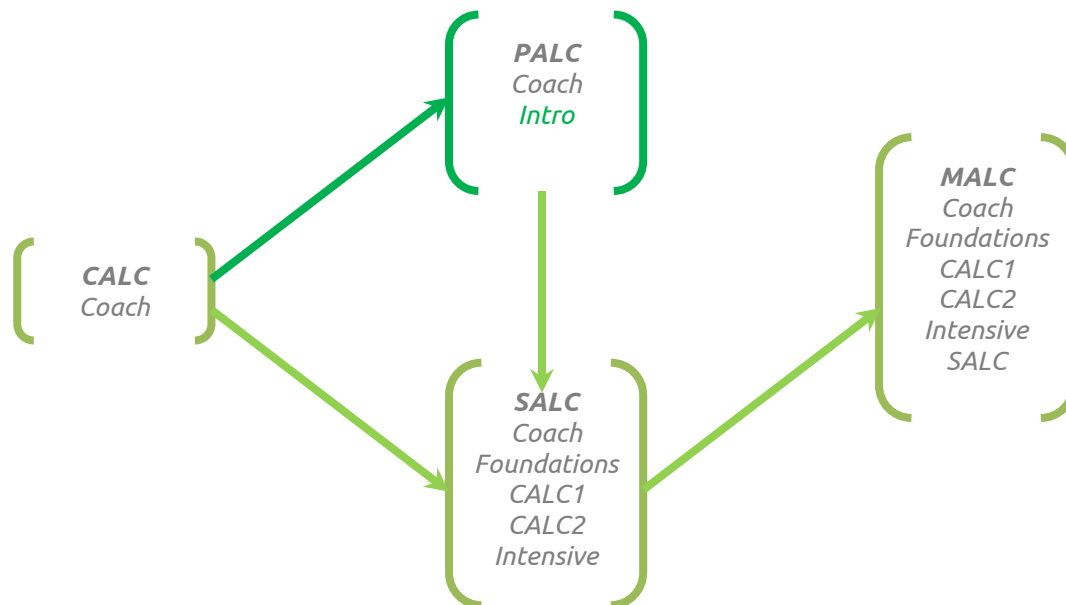


## Professional Action Learning Coach Certification Requirements (PALC)

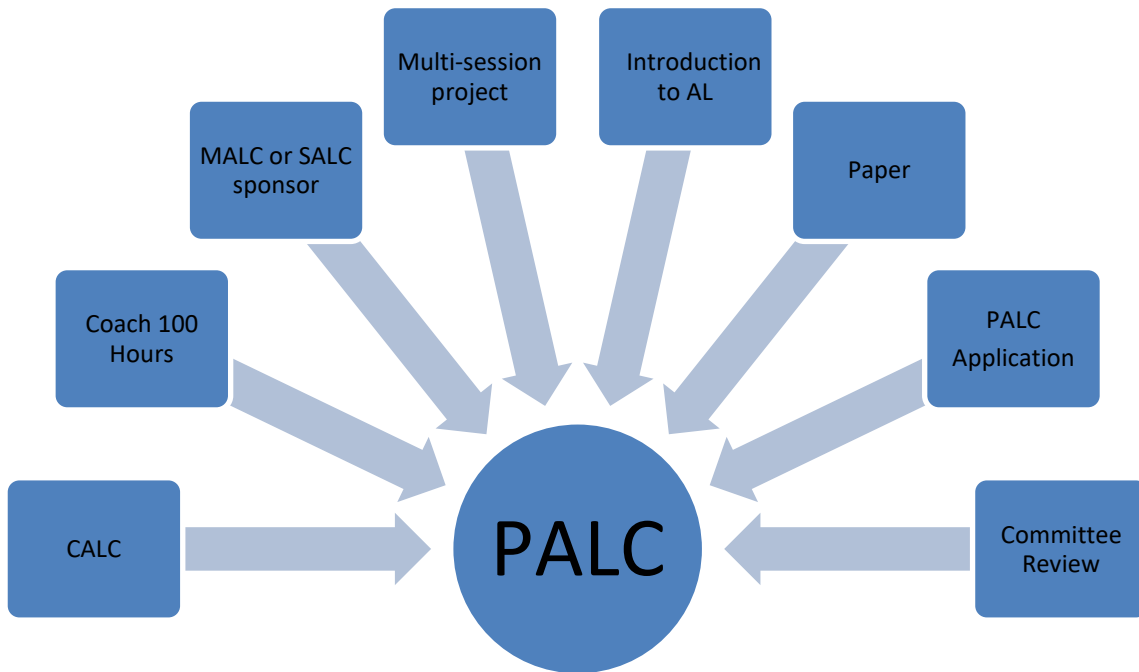


### Eligibility

Certified Action Learning Coaches (CALC) having one hundred (100) hours of documented Action Learning coaching hours to include at least one longer term project – one that spans weeks or even months.

100 hours must include a minimum of 50 WIAL Action Learning Coaching. The other 50 may be any combination of WIAL-sponsored or organized continuing education activities such as attendance to WIAL learning events, conferences or communities of practice.

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.



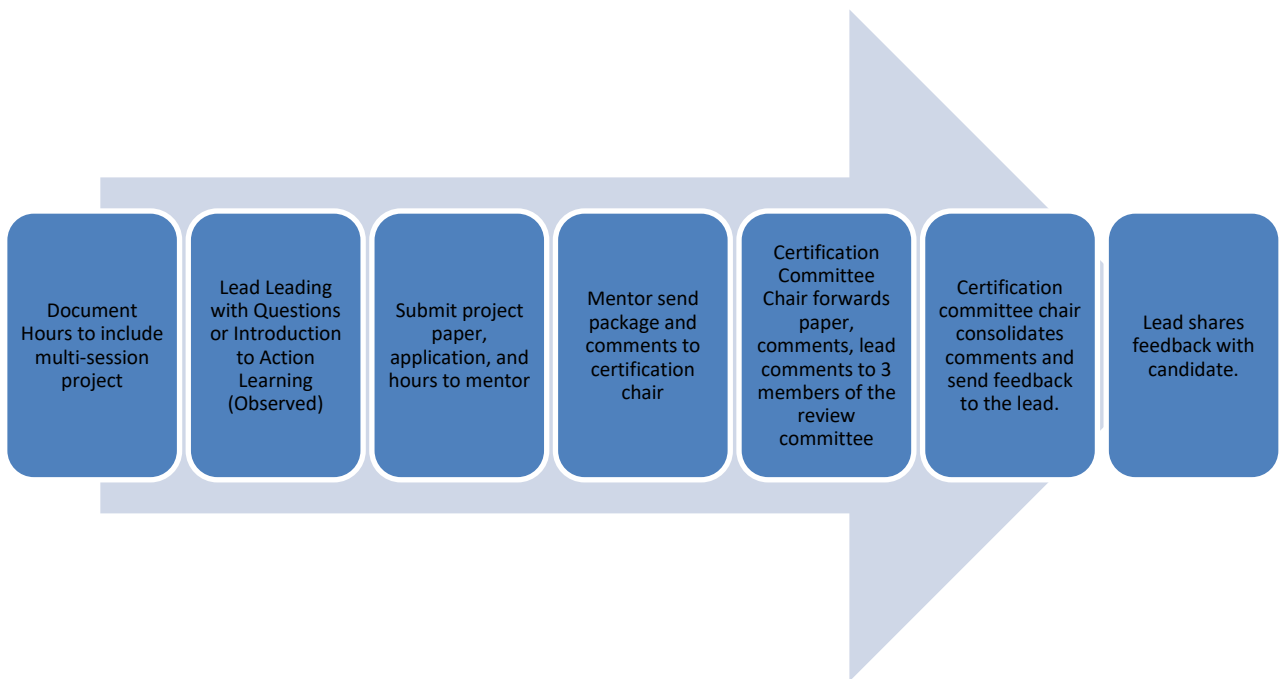
## Requirements

Certification by WIAL as a Professional Action Learning Team Coach requires leading a Leading with Questions or Introduction to Action Learning observed by a Senior Coach or Master Coach.

*Note: Leading with Questions or Introduction to Action Learning can be led before achieving 100 coaching hours.*

The PALC applicant can identify a group for the Leading with Questions or Introduction to Action Learning workshop or lead a public program. To lead a public program the applicant must get approval from the SALC or MALC scheduled to lead the session and the affiliate lead.

During the workshop you will be expected to deliver the material and lead discussions. You will be required to explain the certification requirements and answer any questions that should arise.

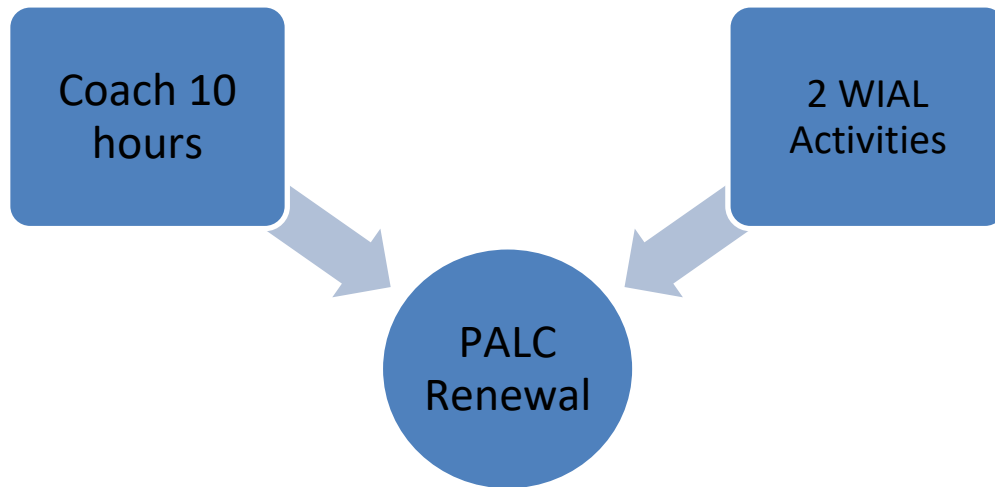


### **Process for certifying coaches as PALC**

- 1) The Candidate must be sponsored by a SALC or MALC that has recently observed the ability as a Certified Action Learning Coach (CALC).
- 2) The candidate submits their documented hours, the recommendation from the SALC or MALC, the dates they lead Leading with Questions or Introduction to Action Learning to the certification committee chair, and their learnings as an Action Learning coach.

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

## **Renewal Requirements**



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

- a. Submit proof of having coached a minimum of 10 hours of Action Learning during the prior two years. This proof will take the form of a brief written description of the project to the Director of Certification that can be used in the newsletter, website or social media ([certification@wial.org](mailto:certification@wial.org)).
- b. Completing at least two (2) WIAL volunteer or continuing education activities from categories 1,2 or 3 below (for example, participate in COP and volunteer in affiliate board or committee):

### *Category 1:*

- Participate in global, regional or local WIAL Seminar
- Volunteer in affiliate board or committee
- Publish research/publication
- Volunteer in global board or committee

### *Category 2:*

- Lead or Coach Pro bono session
- Conduct presentation (for example, for a workgroup)
- Lead other WIAL Program (for example, Leading with Questions)

### *Category 3:*

- Contribute to the newsletter or write an action learning blog
- Participate in refresher
- Participate in COP