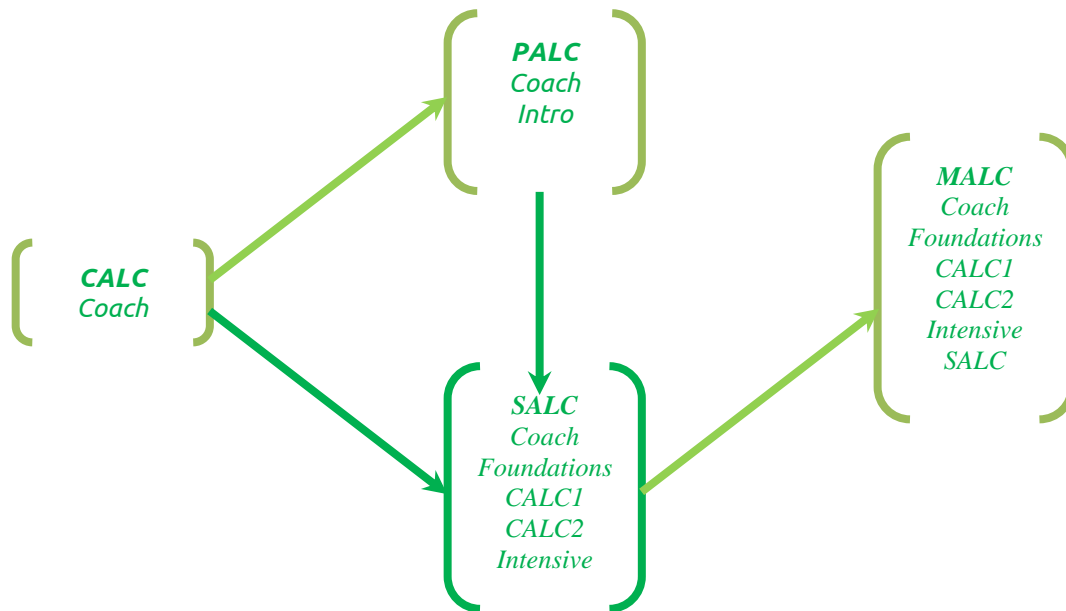


## Senior Action Learning Coach Certification Requirements (SALC)



### Eligibility

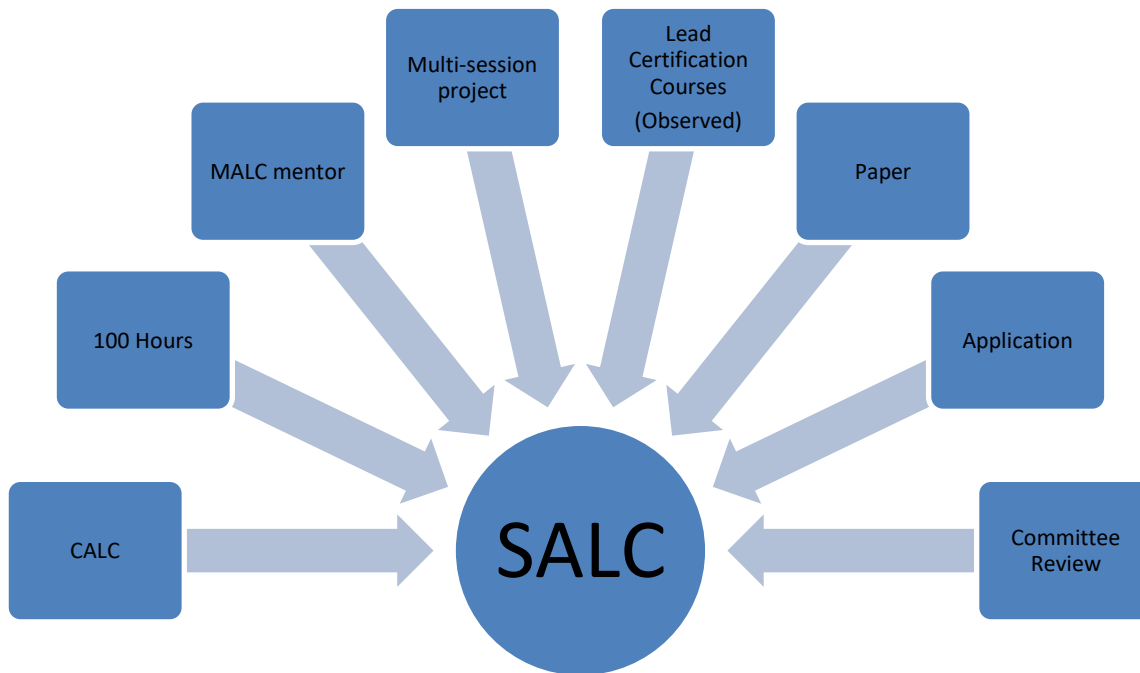
Certified Action Learning Coaches who have been CALC for at least 1 year and have one hundred (100) hours of documented WIAL Action Learning coaching hours (50 hours must be WIAL Action Learning Coaching the other 50 may be a combination of WIAL-sponsored or organized continuing education activities such as attendance to WIAL learning events, conferences or communities of practice.)

To include at least one longer term project – one that spans weeks or even months and includes a minimum of four 90 minute sessions.

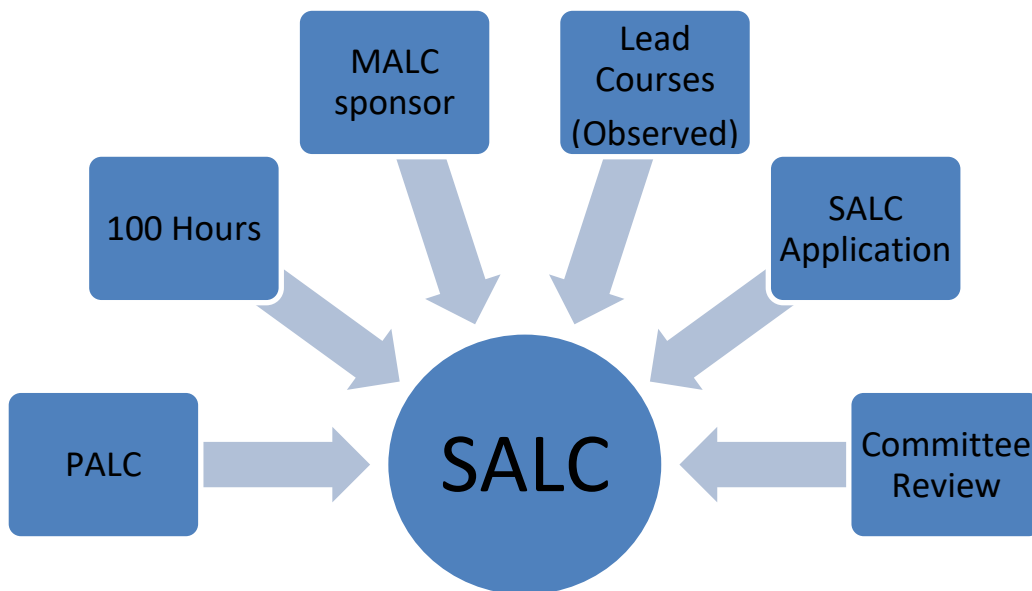
*Note: PALCs will have fulfilled this requirement during their PALC application.*

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.

## From CALC



## From PALC



## Requirements

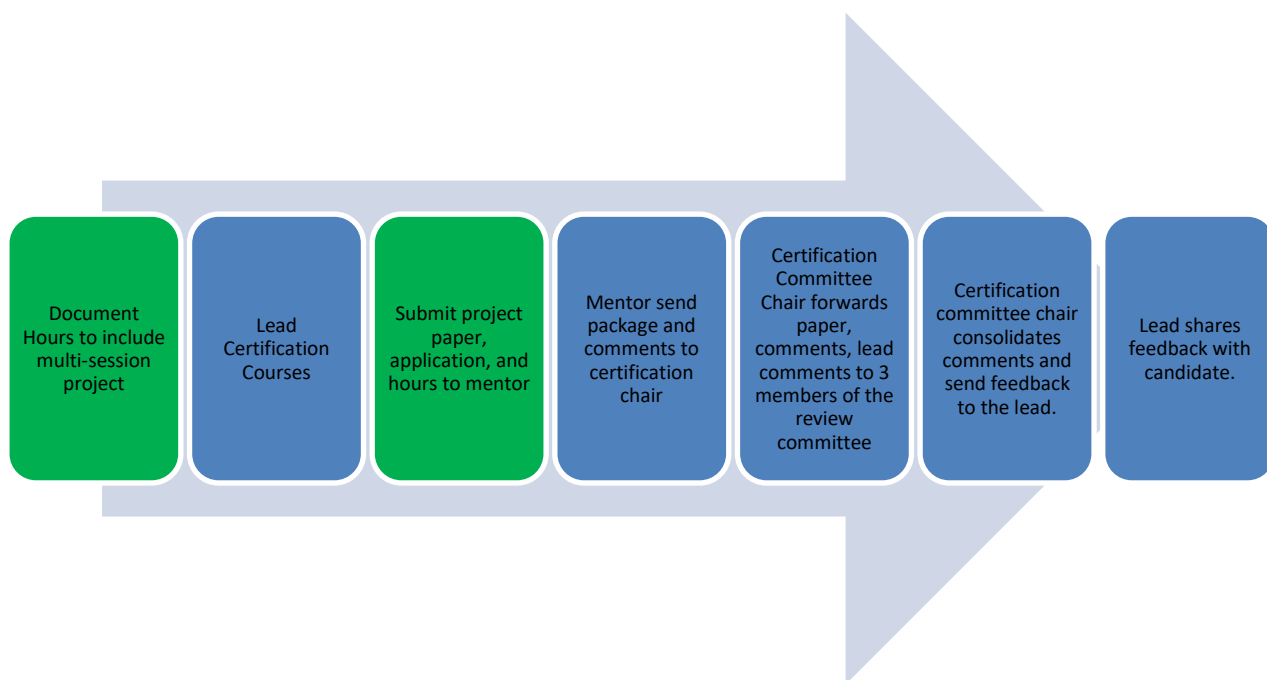
Certification by WIAL as a Senior Action Learning Team Coach requires leading\* with a Master Coach observing the three two day workshops (or the intensive) in which participants build progressively their proficiency in coaching teams engaged in: (1) Action Learning, (2) the development and implementation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

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

The SALC applicant will be responsible for identifying a group for participation in the courses they will 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 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 the purpose of critiquing the participants. You will be required to explain the certification requirements and answer any questions that should arise.

After the course work the candidate will mentor at least one of the participants to CALC.



## **Process for certifying coaches as SALC**

- 1) The Candidate must be sponsored by a MALC who has recently observed the ability as a Certified Action Learning Coach (CALC).
- 2) The Candidate must have been certified at least 1 year before submission.
- 3) The Candidate submits a critique of the written reports submitted by the participants of the session the SALC candidate lead to the Certification Committee Chair.
- 4) The Master Coach sends his/her critique and recommendation of the candidate to the Certification Committee Chair.
- 5) The Certification Committee Chair forwards the paper with the senior coach's input to the Certification Committee members.
- 6) Certification Committee members send their response to the Certification Committee Chair.
- 7) 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.
  - 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).

## Renewal Requirements



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

- a. Submit proof of having coached a minimum of 10 hours of WIAL 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 ([certification@wial.org](mailto:certification@wial.org))
- b. Participate in at least three (3) WIAL-sponsored or organized continuing education activities such as attendance to WIAL learning events, conferences or communities of practice.
- c. Lead a minimum of 1 program (Foundations, CALC1, CALC2, intensive)
- d. Mentor two (2) Qualified CALCs (completed coursework successfully) or certify one (1) CALC candidate successfully.
- e. Review up to eight (8) certification papers as requested from certification chair or advisors in a timely manner. List papers that you reviewed.