

THE MCFLETCHER CORPORATION

**WorkStyle Patterns® (WSP™) Inventories Certification Options – 2024
Equipping, Facilitation and Sponsorship Programs**

Join the cadre of WSP™ experts by becoming certified with one of the WSP™ Inventories Certification programs in 2023. 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, four hour virtual sessions and between sessions distance learning practicums.
- **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	Interactive virtual or face-to-face sessions and online learning resources. Between session assignments and practicums	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: 2024 / 2025	Planning during Oct: Individual Preparation Spring 2024: March 8, 22, April 5, 19 ----- Fall 2024: Oct. 25, Nov.8, 22, Dec. 6 ----- 10:00 am to 2:00 pm PST Virtual Group Learning	Winter 2024/2025: 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	Fall 2024: Dates TBD according to the Individual or group. Virtual Group Learning
Investment	\$3,450 Initial Equipping <i>(Initial Annual License Use Fee included)</i> \$1,950 Recertification <i>(Annual License Use Fee not Included)</i>	\$3,275 Initial Facilitation \$1,950 Recertification Equipping Program Prerequisite <i>(Lodging priced separately)</i>	\$1,975 Initial Sponsorship <i>(Initial Annual License Use Fee included)</i> \$1,475 Recertification <i>(Annual License Use Fee not Included)</i>

Discounts Offered! A discount of \$100 each when two or more colleagues of the same organization attend the program together (\$50 for re-certification participants).

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:

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