

LICENSE TRAINING



xpand



**To live is to choose. But to
choose well, you must know
who you are and what you stand
for, where you want to go and
why you want to get there.**

- Koffi Annan



Introduction

ADVANTAGE OF BEING LICENSED BY XPAND

xpand have worked with organisations from the profit and non-profit sector for 30 years and are currently applying these specific processes in 14 countries worldwide. The various processes and tools of xpand has served various professionals and companies from different cultures to discover their own dignity and design their own destiny.

With your license training you will be able to work with the specific process independently through your own organization, while becoming part of a bigger tribe of coaches, trainers and consultants who want to grow in their mastery and support individuals and companies.

Resilience License

1

CERTIFY YOURSELF AS A PROFESSIONAL RESILIENCE TRAINER AND COACH

Do you want to help others in developing a resilient life?

If so, please feel free to apply for the Resilience license.

The license enables you to put your desire into practice and start supporting clients to design their Resilient life.

Resilience is the key competence in the 21st Century. In a world filled with volatility and complexity, resilience is key to thrive. Resilient people are not born resilient! People grow through life, either towards or away from resilience. Developing your own resilience factors takes time and training, but the rewards is definitely worth it.

Topics include:

- Why Resilience?
- The impact of burn-out
- How to prevent burn-out
- Understanding and using the Resilience scan
- In-depth look at the 7 Resilient competences
- Developing my personal resilient plan
- Assisting others to develop a resilient life



Powercheck License

2

CERTIFY YOURSELF AS A PROFESSIONAL CAREER GUIDANCE TRAINER AND COACH

Do you want to help young people in making the right study and career choices after school?

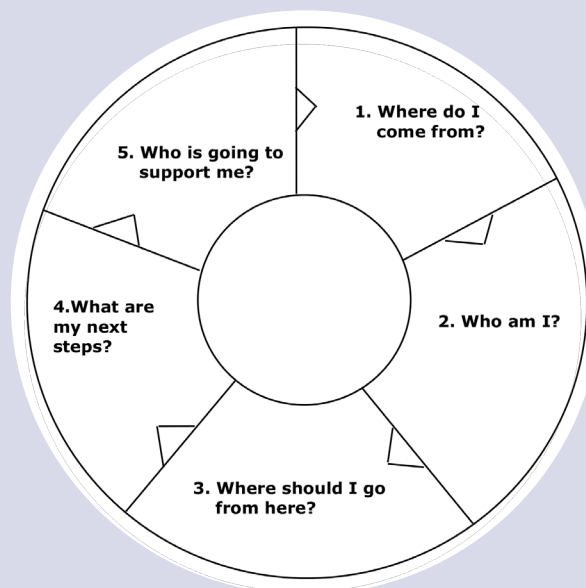
If so, please feel free to apply for the Powercheck license.

The license enables you to put your desire into practice and start supporting young people to discover their purpose in life.

Everyday more jobs are being created and also new possibilities for education arise. Which doors are open for young people and which one will they enter? The key for the future is mainly in their own hands. Power Check is a holistic career guidance program that will help young people to gain insight about themselves from a healthy perspective.

Topics will lead to finding answering to the following questions:

- o Where do I come from?
- o Who am I?
- o What are my top 10 talents and how to use them?
- o What are my values, my inner motivation and personality strengths?
- o What would I like to do?
- o Where do I go from here?
- o Who will support me in my next steps?



Team Mastery

3

CERTIFY YOURSELF AS A PROFESSIONAL TEAM DESIGN TRAINER AND COACH

Do you want to help teams to be fit for the future?

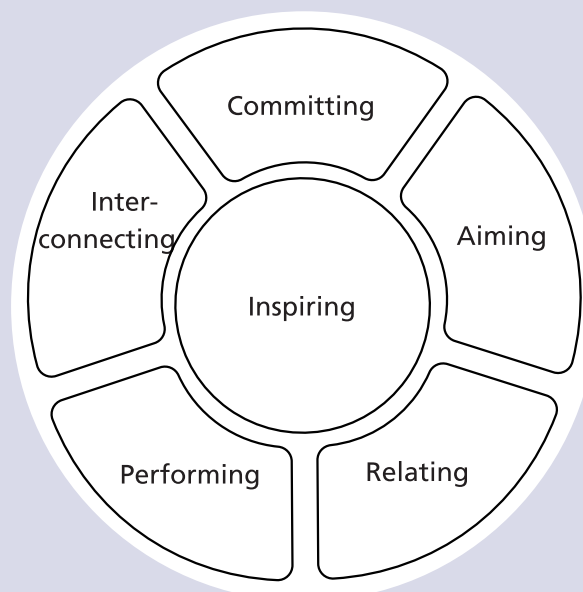
If so, please feel free to apply for the Team Mastery license.

The license enables you to put your desire into practice and start facilitating teams to be resilient and able to thrive.

It is generally accepted that 10% of the world's teams produce 90% of the products we see in the market. Why is this? In a research done in 2016, 94% of HR Professionals said that team competence are the nr 1 competence they look at when recruiting staff. Designing teams intentionally are key to the productivity and profits of any organization.

Topics include:

- o Why team mastery is important today?
- o Diagnosing the current status of a team
- o Using the Team Mastery Scan effectively
- o In-depth understanding of the 6 phases of team design
- o Creating healthy culture and processes in teams
- o Developing teams with effective relationships, including high level communication skills
- o Intentionally designing teams to be fit for the future



Authentic Leadership

4

CERTIFY YOURSELF AS A PROFESSIONAL LEADERSHIP TRAINER AND COACH

Do you want to help leaders be authentic and grow in their unique leadership style?

If so, please feel free to apply for the Authentic Leadership license.

The license enables you to put your desire into practice and start discovering with leaders their authentic self and design with them their next steps of growth.

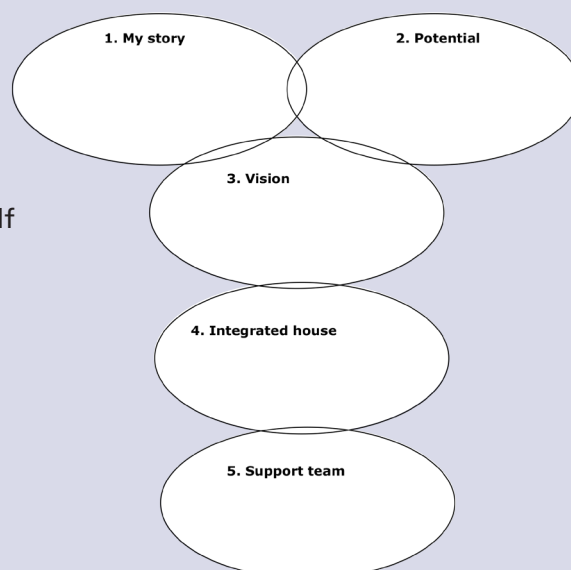
In this 21st century many people have a growing distrust against narcissistic leaders as well as feeling the need to lead in an authentic and healthy manner. In the renowned management magazine 'Harvard Business Review' (edition February 2007) a team reports the results of a very extensive research into successful and authentic leaders. Leaders with different nationalities, ages, professions and social backgrounds were researched. The result of this research in short is the fact you can say the following about successful authentic leaders:

1. There is no 'authentic-leadership-gene'. You're not born as an authentic leader.
2. Authentic leaders know and accept their own life-story
3. Authentic leaders have a strong support-team that give them regular feedback
4. Authentic leaders focus on long-term success and generally achieve this.

The main question is of course: How do I become and remain an authentic leader?

Topics include:

- o Discovering my authentic self as a leader
- o Knowing my personal values and how it affects my leadership
- o Developing my authentic leadership style
- o Designing a healthy vision
- o Intentionally growing to my next level of leadership while being true to myself
- o Living an integrated life
- o Building a healthy support team



Creative Life Planning 3.0

5

License

CERTIFY YOURSELF AS A PROFESSIONAL CAREER LIFE COACH

Do you want to help others in making purposeful life-choices and do you want to challenge them in their personal development?

If so, please feel free to apply for the license: Creative Lifeplanning 3.0.

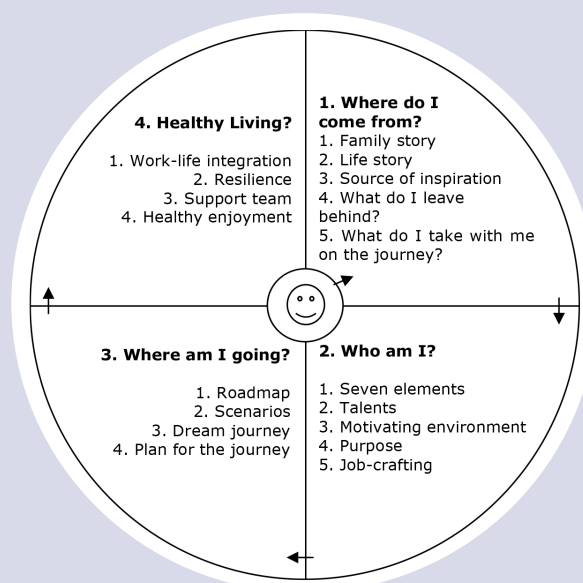
The license enables you to put your desire into practice and start off as a Professional Career Life Coach immediately.

To design your life in a creative way is a true challenge in the 21st century!

In your professional environment, you ought to move along with the quickly changing trends of time. For each and everyone of us, this implies a compelling urge to keep on learning while also imposing on us the need to keep on making important decisions. Chaos and stress may impede your abilities. How do you recuperate and renew your perspective on work and development?

Topics include:

- o Discovering the successes and lessons from my history
- o Understanding my inner motivational drive
- o Growing in my unique personality strenghts and talents
- o Design my personal integrated vision for the next 5 -10 years
- o Develop my plan to build resilience in life
- o Creating a healthy support team
- o Taking the necessary steps to my future



Entrepreneurship

6

License

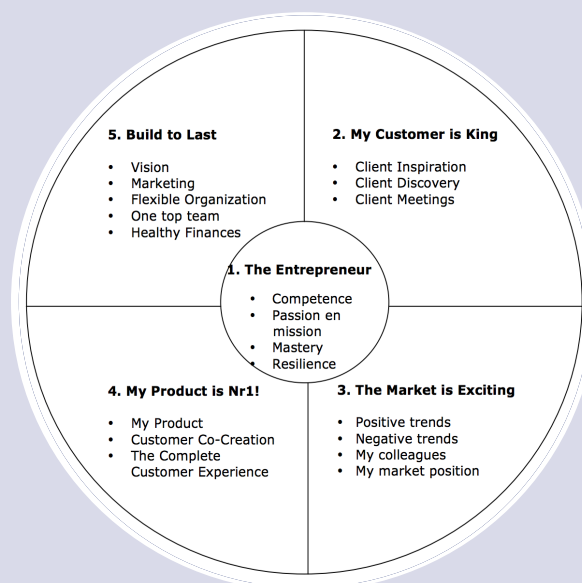
DO YOU HAVE A DESIRE TO SUPPORT ENTREPRENEURS TO BUILD SUSTAINABLE BUSINESSES?

If so apply for the Entrepreneurship License. This license enables you to put your desire into practice.

The future growth of any economy is linked to the successful development of business started by entrepreneurs. Steve Jobs said "I am convinced that about half of what separates successful entrepreneurs from the non-successful ones is pure perseverance". The Entrepreneurship License empowers you to help entrepreneurs be resilient and design a healthy and future fit company.

Topics include:

- o Understanding the world of Entrepreneurship
- o Discovering the link between the Entrepreneur and the business
- o Growing in Competence and Leadership in a sustainable way
- o Designing customer inspiration and co-creation
- o Discovering a unique place in the market and designing a market if need be
- o Building a company that think growth for multiple generations



Our method

STEP 1. The Intake (15 min.)

Prior to the license-training there will be an intake via a short conversation over the phone or in person. Based on this intake we will be able to decide with you on the best trainer license and whether the program is a match for you and your future professional goals.

STEP 2. The License-training (2-days)

The training comprises two days. The program contains inspiring introductions, followed by theoretical insights into practical assignments. The program is shaped in a way to stimulate collaborative learning. You will learn from others and others will learn from you.

STEP 3. Support-team: supervision and intervision sessions

(4 sessions over the course of 1 year, of 4 hours each)

After the license training you will participate in the supervision-program. In this way we can support you in a year-long process from our coaches for bringing your learning-goals into practice. With their help, you will advance yourself in the profession.

During the sessions you will provide your own empirical case-studies and you will learn together. You will learn how to think and process the practical experiences in a such way that it stimulates the continuous reflection on your own actions. In addition we will keep you posted about the latest developments in the field.

Program

PROGRAM LICENSE-TRAINING

Day 1

- | | |
|----------|-----------------------------|
| 9:00 AM | - Start |
| | - Introduction to the topic |
| | - Understanding the process |
| | - Experiencing the process |
| 16.30 PM | - Finishing |

Day 2

- | | |
|----------|--|
| 9:00 AM | -Start |
| | - Experiencing the process |
| | - Implementing the process with clients |
| | - Growing in Mastery in the topic |
| | - Healthy preparation and delivery of material |
| 16.30 PM | - Finishing |

Information

YOUR TOOLBOX

With the specific license in your pocket you are able to fulfill a strong role as a consultant, trainer and coach. You have learned how to mobilize the specific process effectively. You are able to devise a transparent, strategic concept and action-plan with your clients. You know how to apply the most important tools and you are capable of optimally supporting and advising your team and clients.

YOUR INVESTMENT

Step 2 - For Resilience, Team Mastery, Authentic Leadership and Creative Life planning 3.0 licenses:

R 12 900 (incl. VAT) per license

For Powercheck: R 6 900 (incl. VAT)

For Entrepreneur: R 18 900 (incl. VAT)

Cost after license have been obtained: scans, assessments and books used within the specific process, per participant.

Step 3 - Support team: supervision and intervision (4 sessions)

Annually: R 2900 (incl. VAT)

Amounts include: trainers manual, workbooks, books, scans & catering

- After the training you can immediately start using the license
- You can use the practical tools and materials developed by Xpand
- You can contribute to a support team together with other consultants, trainers and coaches
- Support by senior Xpand trainers

FOR WHOM?

The license training is intended for:

- Starting, self-employed consultants, trainers and coaches with basic experience in the field with the aim of advancing to the next level of mastery as professional consultant, trainer and coach.
- Consultants, Trainers, Coaches, Facilitators, HR-advisors, Organizational
- Development experts and executives who want to support their team.

Application

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Inspiration. Motivation. Vision.

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