

# Choices Architect® Certification

Can you identify high potential/learning agile individuals that are critical to your organization's long term success?

The **Choices Architect®** is a research-based tool designed to help you measure **learning agility** or potential. Research has shown that what separates the best from the rest is **learning agility** – the ability to be resourceful in the face of change. Identifying “learning agile” job candidates and employees within your organization will help you effectively implement succession planning and development efforts, critical to the long term success of your organization.

## Participants will learn how to:

*People high in “**Learning Agility**” do at least four things well:*

- *They are critical thinkers who examine problems carefully and make fresh connections*
- *They know themselves better and are able to handle tough situations*
- *They like to experiment and can deal with the discomfort of change*
- *They deliver results in first-time situations through team building and personal drive*

- Recognize the importance of **learning agility** in identifying high potential talent
- Identify research behind the tools and the mechanics of using **Choices Architect®** sort cards, paper surveys and e-surveys
- Apply methods for validating high-potential talent for use in succession planning
- Match people to development assignmentology and aid development feedback and coaching processes
- Explore techniques for assessing or balancing learning agile teams
- Detect **Learning Agility** during the interview process

The result – Identify learning agile individuals more easily within your organization, and effectively implement development and succession planning.

## Course details:

**One-day course:** Class hours are 8:30 AM – 4:30 PM

## Who should participate?

HR/Talent Management/OD Practitioners who wish to learn more about Learning Agility, including the benefits of identifying learning agile individuals within their organization to support succession planning efforts

Note: Lominger International and The Crawford Group do not certify consultants on restricted tools.

## **Prerequisite:**

**Leadership Architect®** 101 workshop or **Career Architect®** certification

## **Dress:**

Business Casual/casual – jeans and sandals are okay (this IS California after all!)

## **Meals:**

A continental breakfast, lunch and refreshments will be provided

## **Shipping:**

If you have flown to this workshop and you wish to ship your materials home rather than carrying them, boxes will be available at the end of the workshop. If you have a FedEx or UPS account - be sure to bring your account number to make that process easier.

## **Materials required for this course include:**

- **Choices Architect®** Sort Cards and User manual
- Sample paper **Choices Architect®** surveys and questionnaires with scoring instructions
- Sample **eChoices** reports and **eChoices** User Manual
- *FYI: for Talent Mangement* book
- *The Leadership Machine* book
- *100 Things You Need to Know* book

Please note that participants may not share course materials. Each participant is required to use current paper products in this workshop.



*Talent management for today and tomorrow*



Talent management for today and tomorrow



## REGISTRATION FORM: 2009 Choices Architect® Certifications

Jan 29     Mar 13     May 7     Jun 23     Jul 23     Sept 22     Nov 13

**Prerequisite: Leadership Architect® 101 or Career Architect® certification**

Name: \_\_\_\_\_ Organization: \_\_\_\_\_  
 Title: \_\_\_\_\_ Department: \_\_\_\_\_  
 Address: \_\_\_\_\_ Email: \_\_\_\_\_  
 \_\_\_\_\_ Phone: \_\_\_\_\_  
 City \_\_\_\_\_ FAX: \_\_\_\_\_  
 State: \_\_\_\_\_ Zip: \_\_\_\_\_ Website: \_\_\_\_\_

**Registration Fee:** Early course fee of \$999.00 payable to: **The Crawford Group. Registration form and fee must be received four (4) weeks prior to course date to get discounted rate.** Individuals who register after the 4 week prior deadline date will pay the regular price of \$1400.00 for this workshop. Fees are due and payable at the time of registration. Email or fax the registration form. You may pay for your registration fee with a credit card via PayPal on our website, or mail your check to: The Crawford Group, PO Box 131284, Carlsbad, CA 92013. For business checks, please be sure to include the name of the course and participant on/with the check.

**Materials Fee:** Approximately \$295.00 plus tax and shipping. **Once your registration fee has been received, we will order your materials directly from Lominger International.** Materials will be shipped to The Crawford Group and brought to the course site for you. Lominger International will charge your credit card directly for the materials ordered. Please provide your credit card information.

**Credit Card:**    \_\_\_ **VISA**    \_\_\_ **MC**    \_\_\_ **AmEx**

**Account #** \_\_\_\_\_

**Name on the Card** \_\_\_\_\_

**Expiration Date:** \_\_\_\_\_

**Trainer:**                    **Lisa Crawford will be the trainer for this workshop**

▶ Please complete this registration form and **FAX it to The Crawford Group at 253.679.5625** to hold your place in the class. Your materials will be ordered once your registration payment has been received.

**Our Cancellation Policy:** Cancellations made during the ten working days prior to the workshop will forfeit the registration fee. All cancellations must be received via fax or email. Substitutions of employees from within the same organization are welcome. Unopened materials may be returned to Lominger International **only with their approval.** They are subject to a re-stocking fee  
 Once your registration process is complete and your materials ordered, you will receive a confirmation email with additional information and directions. For your convenience if you are traveling here, training sessions always take place in hotels, so, based on availability, you should be able to stay in the same location if you desire.

If you have additional questions, please call Lisa Crawford at 760.476.1552 or email her at [lisa@thecrawfordgroupinc.com](mailto:lisa@thecrawfordgroupinc.com)  
**We look forward to seeing you at the workshop in gorgeous San Diego!**