

# Certification for Hope-Action in Organizations

With Dr. Norm Amundson, Andrea Fruhling, Doubleknot Works

Career development within organizations is a growing field and there is a need for training at many different levels. There are employees who are trying to sort out their career pathways, and program leaders who are charged with inspiring and managing groups. Hope-Action Theory and Practice provide an overarching set of concepts and strategies that can be utilized to address some of these organizational challenges. In this course we will be putting forth the major tenets of Hope-Action Theory and Practice, and providing basic experiential training designed for use within the organization. The course will run for 5 weeks and involve live presentations, readings, demonstration videos, and a Learning Triad model.

Training Components	Delivery
<b>Recorded Webinars (10 hours total)</b>	<b>Virtual Learning Platform</b>
<b>Face To Face Instruction (14.5 hours total*)</b> *Includes live weekly sessions and small group mentorship.	<b>Zoom</b>
<b>Course Information &amp; Readings</b>  Course content will be available to learners through an online learning platform. <b><u>Learners should plan to spend at least 10-12 hours per week engaged in learning.</u></b>	<b>Virtual Learning Platform</b>
<b>Learning Triads (2 hours per week)</b>  Learners will be placed into groups of 3, meeting for 2 hours weekly for the duration of the course. Through discussion, skills practice, and knowledge sharing, groups will practice skills learned and form small learning communities. Instructors will participate in ONE of the Learning Triad sessions to provide mentorship.	<b>Scheduled by Learners</b>
<b>Reflective Learning</b>  Learners and Instructors will join a private LinkedIn group. Learners will share their reflection assignments in the group, read, and respond to each others' posts. Instructors will be interacting with the group and providing additional resources (recordings, readings or posts) based on themes and questions that may arise.	<b>LinkedIn (Private Group)</b>
<b>Final Evaluation &amp; Course Completion</b>  Learners must receive a passing grade on an instructor evaluated written assignment, complete 90% of the coursework, and attend 80% of the live training sessions in order to complete the course.	<b>Pass / Revise / Fail</b>

## Introductory Pre-Work

Available 2 weeks before start, with some pre-work assignments due.

<b>Readings</b> <ul style="list-style-type: none"><li>• Program Overview and Introductory Content</li><li>• Selected readings from Active Engagement Anniversary Edition, (2018) Dr. Norm Amundson</li></ul>	
<b>Recordings</b>	3.5 hours
Hope Action Theory Overviews, Exploring the HAT Competencies with theory founders, Self-Awareness	
<b>Assignments</b>	
Join LinkedIn Group, complete introduction assignment, take HAI	

## Week 1: Mattering & Organizational Perspectives

<b>Recordings</b>	2 hours
Mattering & Organizational Mattering, Organizational Coaching, Debriefing the HAI, Onboarding Case Study	
<b>Readings</b>	
Selected readings from Active Engagement Anniversary Edition, (2018) Dr. Norm Amundson	
<b>Assignments</b>	
Personal Reflection, Mattering Questionnaire, Appreciation Worksheet, secure client for final evaluation	
<b>Face-to-Face Learning via Zoom (Kick-Off)</b>	2.5 hours
Debriefing assignments, practical skill development, learning triads formed & learning triad assignments started.	
<b>Triad Group Work: Complete working agreement &amp; scheduling</b>	as needed

## Week 2: Coaching Approaches to Career Conversations

<b>Recordings</b>	1.5 hours
Intro to Career Conversations, Establishing the Relationship, Storytelling, Practical applications & demonstration.	
<b>Readings</b>	
Selected readings from Active Engagement Anniversary Edition, (2018) Dr. Norm Amundson	
<b>Face to Face Learning via Zoom</b>	2.5 hours
Course content discussion, listening skills practice, storytelling expanded and connected to HAT	
<b>Assignments</b>	
Personal Reflection	
<b>Triad Group Work: skills practice &amp; discussion</b>	2 hours

## Week 3: Working with Metaphors and Workplace Attractors

<b>Recordings</b>	1.5 hours
Metaphors, Mapping, Metaphor Demonstration, Metaphors Virtual Workbook, Workplace Attractors Exercise	
<b>Readings</b>	
Selected readings from Metaphor Making (2010) & Active Engagement; Anniversary Ed. (2018), Dr. Norm Amundson	
<b>Face to Face Learning via Zoom</b>	2.5 hours
Metaphor making: practical application & skills practice, Workplace Attractors, Individual Style Survey part 1	
<b>Assignments</b>	
Personal Reflection, Individual Style Survey Part 1	
<b>Triad Group Work: skills practice &amp; discussion</b>	2 hours

## Week 4: Pulling it all Together

<b>Recordings</b>	1.5 hours
Asking Good Questions & Lines of Questioning, Action Planning, Design Thinking, Vantage Points	
<b>Face to Face Learning via Zoom</b>	2.5 hours
Individual Style Survey Debrief, Practical Application & Skill Practice, Final Evaluation Discussed	
<b>Readings</b>	
Selected readings from Active Engagement Anniversary Edition, (2018) Dr. Norm Amundson	
<b>Assignments</b>	
Take the Hope-Action Inventory a second time, Final evaluation details released	
<b>Triad Group Work: skills practice &amp; discussion</b>	2 hours

## Week 5 Wrap-Up

<b>Face to Face Learning via Zoom (Course Wrap-Up)</b>	2.5 hours
Assignments debriefed, Goal Setting, Implementing, and Exploring Organizational Perspectives, Celebration	
<b>Final Evaluation</b>	
Two-part written assignment. Evaluation will be Pass, Revise, or Fail. To become certified students must achieve a 'Pass' grade. If students receive 'Revise', they have one opportunity to revise and resubmit their assignment.	

Upon successful completion, learners will receive:

**Certification in Hope-Action Theory and Practice.**