

'CERTIFIED CLASS'

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New: one global website.



This fall, the new global website of the IBCT was published on the Internet.

Members of the board have long wished to harmonize regional differences and arrive at one powerful, universal website:

www.ibct-global.com

The website provides more technical possibilities, has more comprehensive search features and uses modern communication techniques such as 'talking heads'. These verbalize information and assist in applications for certification.

In the period 2008-2010, the recertification system will also be gradually introduced in the regions outside Europe.

Regional websites will be gradually phased out in 2008.



More in this e-newsletter:

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- Dutch HR trade-fair Performa 2007



IBCT promotional campaign

Some hard work has been going on behind the scene on the new international promotional campaign for the coming year. The objective is to inform the public even better about the new HRD quality mark and the website. The communication plan for 2007/2008 includes the following activities:

- Promotion of the new global website
- IBCT newsletters.
- New advertisements.
- Performa & ASTD 2008
- Regional and national radio commercials.

Free 'DISC workshop' for trainers on Saturday 5 April en 24 May 2008 in Utrecht.

What is APL?

Accreditation of prior learning (APL) is the common name given to the process of recognising the competences an individual has gained through formal, informal or non-formal learning in various settings. This implies that professional competences acquired by learning on the job, in a home setting or in voluntary work are in principle comparable to those acquired in formal learning situations. Moreover, competences include more than knowledge, skills and attitude. They also implicitly refer to the talent to adjust to changing circumstances, flexibility or deployment potential. Therefore, competences not only include professional competences but social and personal competences as well.

Recognition means awarding certificates or diplomas on the basis of a generally recognized standard, such as the qualification structure for vocational education. Obviously, there are also other standards relating to the labour market which employers and employees regard as relevant. External legitimacy is the key requirement for recognition.

“Obviously, there are also other standards relating to the labour market...”

An employee in the automotive industry has worked in his company for more than 30 years. The international company envisages a huge reorganisation because of a decrease in the production of this business unit. After a long career in one company, the employability of this employee is very low and his diploma has become outdated. An update of his competences at this stage, acquired at the workplace and in other settings (home setting, voluntary work, hobby), gives him much better perspectives in the labour market and enables him to apply more flexibly for different jobs.

The portfolio methodology is developed to recognise and provide proof for competences. In this portfolio the employee gives an extensive summary of his personal details, and also provides details of his previous education and training and work experience. This information can be supported with documents such as diplomas, certificates of subjects studied, employers' references and so on. In addition to these formal types of experience, there is also space to describe informal learning experiences such as voluntary work, activities with friends or family, or hobbies. The employee is also asked to specify his knowledge of languages, computer skills and personal skills and qualities.



APL Portfolio?

A portfolio is more than a curriculum vitae. Proof of the acquired competences is given by means of diploma's, certificates or tangible examples of competences. One step further in the process of valuing learning is the accreditation of the competences. This results in a report stating which competences are acknowledged by official examination institutions (schools or sectoral bodies) in relation to proven standards. A personal development plan how to obtain the remaining competences is also part of this step in the process. The process of valuing learning is completed by the achievement of a qualification.

Source and more information: www.kenniscentrumevc.nl

In memoriam

In March of this year, Dr. Warren G. Pontrelli, Founder of the International Board of Certified Trainers and Director of IBCT American Division passed away, after a difficult battle with cancer.

Dr. Pontrelli was ahead of his time in his vision for and dedication to raising the bar on standards for trainers, leading the quality of our profession to a higher level with his development of IBCT in 1983. His inspiration and decisiveness was the strength that steered the success of the organization and its expansion to a global domain. Warren was a very kind and giving man with a tremendous sense of humor. He was passionate about people and had a tremendous, positive impact on many lives, touching many hearts. Dr. Pontrelli was deeply devoted to his family, yet maintained strong connection with the world of education.



A professor and trainer, Warren spent his life teaching. His teachings were not just rooted in academia; he shared a great many lessons on life, itself, and self development. Dr. Warren G. Pontrelli's inspiration, decisiveness and drive in taking the quality of our profession to a higher level will be sorely missed. The IBCT would like to offer his family our condolences and wish them strength in coping with the loss of this very wonderful man. Karen Pontrelli, Dr. Pontrelli's wife, having been inspired by him to develop IBCT, will carry on as the US Director of IBCT. Karen is an educator and trainer, as well as Director of both The Lausanne Institute and The Montessori Institute for Teacher Education in the United States.

DISC profile workshop for trainers and consultants

In Utrecht on Saturday 5 April and Saturday 24 May 2008, from 1 p.m. to 5 p.m., the IBCT will be holding two inspiring workshops for trainers and HRD consultants in cooperation with ILE-DISCinsights Nederland. During this workshop, you will get to know the DISC Profile.

By using DISC Profile, you learn what your favorite behavior and communication styles are and how you can best bridge the gap between yourself and others. It gives a balanced picture of the way you regard yourself, how you react to stress situations and how you perceive your surroundings. In the workshop, you will get a host of aids to help you get the best out of yourself and others. With the insights gained from the DISC Profile, you are guaranteed to improve your workshops and training courses and strengthen your private and professional relationships. The letters D,I,S and C stand for:



DIRECT ♦ DYNAMIC	- How you handle and react to problems and challenges
INSPIRING ♦ INTERACTIVE	- How you stimulate others and bring them round to your viewpoint
STABLE ♦ SOCIAL	- How you handle and react to changes in your surroundings
CONSCIENTIOUS ♦ CORRECT	- How you adhere to imposed rules and procedures

The DISC model was developed by Dr. William Marston. He was a psychologist at Columbia University and Harvard Medical School in the 1920s. Over the last decades, this tool has been improved, adjusted to language developments over time and tested for accuracy.

The tool now has high reliability of 90%. In short, with DISC, you have a reliable, tried-and-tested tool at your disposal! Trainers and consultants who want to *go into more depth*, can take a certification course

at ILE – DISCinsights Nederland. You will then receive an authentic certificate from “The Institute for Motivational Living”. This certificate is a guarantee that you have mastered interpreting the DISC model. Among other things, it will also entitle you to discounts on products and you will be joining the fastest-growing DISC network in the Netherlands and the world.

You can read more about DISC on www.discnederland.nl

You can register up to 15 December 2007!

You can register up to 15 December 2007 using the enclosed registration form or you can download your registration form from the website. Participation is free for Certified Trainers and guests pay only € 85 plus VAT. This includes a free comprehensive report on your DISC style (sent to you after the course), a discount voucher for the certification course and a memory card.

Note: the workshops are held in the Dutch language

The IBCT extras for you are:

- Free introduction to DISC via this workshop.
- Special guest fee - take a business contact with you!
- Free comprehensive report, sent to.
- Practical memory card.
- Discount on certification training

New to the collection! Sandor Lemstra CT

Sandor Lemstra has more than 10 years of experience in, among other things, education and training processes, DISC courses, teambuilding and coaching. He is the owner and director of Inspirational Learning Events in Veenendaal and he is the European agent for the international company "The Institute for Motivational Living". The Institute is the market leader in customizable DISC behavior and motivation tools. Sandor is specialized in DISC courses, career guidance and coaching.

"The penny often drops for a lot of people."

"What is DISC?" you may ask. To put it briefly, DISC is an (assessment) tool with which you can improve your communication, strengthen relationships and increase your personal effectiveness. I teach various workshops and training courses on the DISC tool. Here the participants get a lot of practical advice for getting the best out of themselves and others. This is handy in team training, for example. The penny often drops for a lot of people. This results in more understanding and appreciation of each other. I also encourage people to come to open workshops with their partner, girl/boyfriend or colleague, simply because of the mutual recognition of each other's characteristics and idiosyncrasies. The result is often fun, surprisingly instructive, sometimes revealing and, most of all, very practical.

I had myself certified as a trainer by the IBCT in 2007 because I wanted to distinguish myself positively. The IBCT mark is a great way to do this. It guarantees clients and trainees that I handle them carefully and that their development is in safe hands. Next year, I'm going to organize two DISC introductory workshops for fellow trainers for the IBCT. Trainers and consultants, in particular, can do a lot with the DISC Profile in their training work. For example, the DISC tool is great for use in teambuilding, educational group analysis, coaching consultancy and also career guidance.



Find them all on www.ibct.nl

The International Board of Certified Trainers organizes the certification of trainers and education consultants who meet strict criteria. A guarantee that stands for verified success in training, coaching & organization development. Are you responsible for the choice of a trainer/education consultant? Then choose for maximum certainty! Because training quality not only depends on the institute...

The trainer/consultant himself is mainly the determining quality factor. Therefore choose a trainer/consultant with a CT-degree. Take a look on-line at the select group of certified trainers/consultants. All with their own style and expertise and all directly contactable via their own email address.

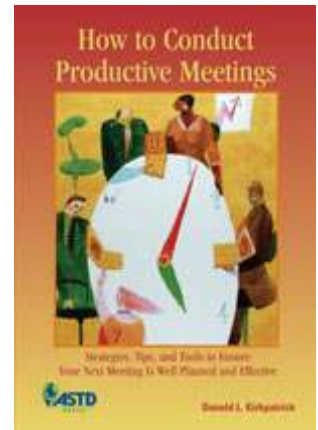
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How to Conduct Productive Meetings?

Meetings are often poorly planned and executed events that produce no meaningful business results. *How to Conduct Productive Meetings* is a book designed to provide practical tools and advice for anyone planning or facilitating a meeting. Legendary evaluation guru Donald Kirkpatrick offers solid and timely advice to ensure that a meeting is necessary, the presentation is professional and effective, the participants contribute in constructive ways and the outcome is measurable. Based on more than 40 years of professional experience, Kirkpatrick backs up his meeting methodology with both solid research and experiences from his vast on-the-ground expertise as consultant to Fortune 500 companies including Blockbuster, Caterpillar, Ford, IBM, and General Electric. This book also includes more than 130 "do's" and "don'ts" of meetings that alone are worth the price of the book.



Source www.astd.org ASTD bookstore \$ 24,95

IBCT Certified Training Centres

With the globalization of education, there is also an increasing demand to chart and safeguard the quality of training centers internationally.

Following a feasibility study and several trial audits, the IBCT has expanded its service in the third quarter of this year. Organizations that rent out facilities to trainers, training institutes and educational institutions can have their quality and service certified in accordance with international standards.

During the 360° audits, the IBCT inspectors pay attention to the following criteria:

1. Infrastructure
2. Organization level
3. Safety & Hygiene
4. Service level
5. Quality policy



Those institutes who manage their own facilities can also use the new 'Audits Training Facilities' (ATF) service. The in-company audits can be tailored to specific management questions.

Once the audit is completed, the management receives a report including a management action plan for optimizing quality. Training centers are ranked as 3, 4 and 5 star. In 2008, the training centers will also be published. It is the ambition of the Egyptian government to gear its training centers to the international quality standards. To this end, they commissioned the IBCT to audit the training centers in university education this year.

Establishment of IBCT Middle East

Since 27 August 2007, the American and European divisions have been joined by a Middle East and North African division.

The Middle East division is responsible for the certification of trainers, consultants and training centers in the Middle East and the North American continent. Its headquarters are in Cairo.

The IBCT is delighted with the appointment of the eminent Professor Samir Helal (left on photo) as director. He expects that the accreditation and certification committee will be appointed before the end of the year. Dr. Samir also expects that at least 150 trainers/consultants will be certified in the region in the next year.



IBCT: What's in it for me?

- The HRD quality mark linked to the professional
- Guaranteed in advance towards your clients
- Recognition of your professionalism as a trainer
- Structure for the personal development as a HRD professional
- Professional PR support via advertisements
- Publication of your expertise and details on the website
- Free use of practical appendices for quotations
- Availability of specialised IBCT career counsellors
- External guarantee of personal development plans
- Promotion of and information via the IBCT website

Contribution € 107 / US\$146 per calendar year excl. VAT.

Expected in the new Certified Class Summer 2008

- The re-certificering of
- Books and the introduction of the IBCT pin.
- Response on the new website.
- New in the Middle East Collection.
- Report of certification of training centres.
- Report IBCT/DISC workshops in Utrecht.
- IBCT Radio commercials.
- The new IBCT advertisements.

HR trade-fair Performa 2007

IBCT advertisements in HR trade-fair catalogue.

The beginning of October of this year saw the Performa HR trade fair take place in the Netherlands. This event in the city of Utrecht attracted more than 5,000 visitors. This year, Performa included a lot of new features, such as national conferences. There were also high-level conferences on remuneration, right of dismissal, vitality, leadership, management development, and HR in the case of mergers and takeovers. Because clients and trainers (two target groups of the IBCT) were prominent at Performa 2007, the IBCT established a high-profile presence by taking out a full-page advertisement in the trade-fair catalogue.

