



# Contribution Compass Facilitator Programme

## *Levels 1 and 2 Overview*

### Introduction

The Sirdar Contribution Compass is a profiling system and people development approach. It enables people to understand both their area of maximum contribution to a team, company or organisation and how they can leverage the most value for themselves and for their organisation. When there is a balance of natural energy around a board room table, in an executive or management group, or across the operational or frontline team, there is a much more effective flow, and in turn results, achieved. A company that is focused on maximising its growth opportunities should commit to consciously understanding and bringing into balance the natural energies of its board, team and key functions.

The Contribution Compass uses a network-centric approach to activate its value: a network of partners, associates and specialists who leverage the Contribution Compass throughout their networks and focus areas. As such, the Contribution Compass team focuses on building partners and developing facilitators who can deliver accredited training, coaching and consulting, and partners who can grow the use of this tool within their networks.

### Approach to Learning

Latest research on learning and development indicates that the most effective approach to learning is through small bite-size chunks of knowledge. These chunks are then internalised through practical application and iteration until the learner has mastered that chunk and is ready to move onto the next. Coupled with peer coaching and self-paced learning, this enables the learner to experience a more practical and sustainable learning journey.

Given the opportunities provided by technology and the great pressure people have on their time and the related transport logistics, the days of full-time class learning will soon be a thing of the past. As such, our approach to facilitator development builds upon latest thinking and trends in education. We aim to provide you with a comprehensive and iterative process that is practical and delivers depth and richness.

**As you progress through the learning levels,  
you unlock access to royalty-free  
Contribution Compass materials.**

The following learning principles therefore apply:

- Start when ready, set your own pace and plan your own schedule
- Internalise one concept before moving onto the next
- Apply knowledge through practical exercises that solve real-world problems
- Leverage your time through online technologies and mobile devices, reducing physical transport time
- Accelerate your learning through receiving and giving peer feedback on assignments
- Access a diversity of learning material types to suit all learning styles
- Use self-assessment and reflection approaches for continuous development

## Outcomes and Expectations

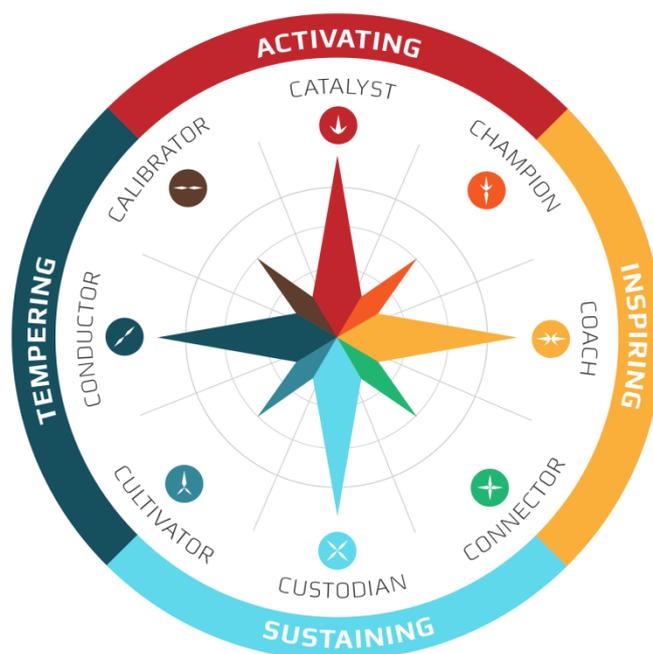
Levels 1 and 2 of the programme aim to directly prepare the learner to present the half-day and full-day approved Contribution Compass training programmes. Levels 3 and 4 cover more complex application areas and the consulting tools related to its use.

The overall outcomes of the Levels 1 and 2 programme are therefore as follows:

- Clarify understanding of the purpose and application of the Contribution Compass, including maximising contribution and maximising return
- Ensure a working knowledge of the profiling tool and the eight Contribution Compass profiles to a sufficient level that the knowledge gained can be practically shared with others
- Develop an understanding of the process and methodologies employed in the Contribution Compass standard training programmes, including planning, delivery and outcomes assessment
- Demonstrate practical expertise in applying those training methodologies to create consistent value for clients
- Identify areas of personal facilitation strengths and opportunities to develop further

To support these outcomes, you will be expected to access and provide the following:

- A stable Internet connection, preferably uncapped, to download and view files and video materials
- A good quality video recorder so that you can record practical exercises and presentations for submission for peer review (not a phone or tablet recorder)
- A YouTube account to which you can upload unlisted videos (private) for submission of assignments
- Active participation in peer reviews with at least two peer reviews completed per assignment, which form an essential part of your learning journey
- Source two candidates for Level 1 exercises and five attendees (in a group at your locale) for the Level 2 practical assignments
- As part of Level 1 you will receive two complimentary profiler tokens for use in assignments and five tokens for Level 2 practical exercises – these tokens are for learning purposes and may not be sold



It is expected that Levels 1 and 2 should not take longer than six months to complete. Level 1 focuses on the Contribution Compass and application of the profiler, along with how to use the partner-level back-end system. Level 2 focuses on facilitation skills and the use thereof to specifically deliver the Maximising Team Contribution programmes.

## Accreditation Requirements

Once Levels 1 and 2 have been completed, the individual may use the title 'Accredited Facilitator' and the company may use 'Accredited Partner'. Following accreditation there are a number of ways that facilitators and partners can continue to develop and participate in the community. Each of these activities carry a 'Compass Degrees' allocation or points awarded for active engagement with the community.

In order to retain accreditation, you should exceed the achievement of 150 Compass Degrees per year (on anniversary of your accreditation). This minimum threshold is subject to an annual review and may be adjusted. The current schedule is available on the web site. Should accreditation lapse, the facilitator has a three-month window at the beginning of the next cycle to catch up the shortfall. The purpose of this approach is to incentivise community support and active involvement, along with raising the bar on quality and delivery. Monthly achievement is also recognised and rewarded.

As an illustrative example, the applicable activities and related Degrees are listed below.

Attendance at the annual partner conference where a focused agenda drives knowledge, network and recognition development (July each year)	30 Compass Degrees
Attendance at monthly partners meeting via webinar that is focused on supporting partner issues and events, and providing feedback on projects and performance (first Monday of the month, 6am UTC, one hour)	10 Compass Degrees
Attendance at monthly partner on-going training via webinar that looks to address specific skills areas and information sharing (timing to be advised, one hour)	8 Compass Degrees
Hosting a physical Contribution Compass event: one-hour, two-hours, half day or full day (own event, internal or public)	8 Compass Degrees
Attendance at additional training events (supporting others, one not hosted by oneself)	4 Compass Degrees
Hosting a webinar Contribution Compass event: one-hour, two-hours, three-hours (own event, internal or public)	4 Compass Degrees
Attendance at additional training events (self-development only, not self-hosted)	3 Compass Degrees
Providing peer review feedback on assignments submitted by learners in Level 1 and 2 training (per review)	2 Compass Degrees
Writing a blog article on the Contribution Compass (own blog or CC blog), participating in Contribution Compass podcast or radio interview, providing a CC video	1 Compass Degrees
Social media posts, sharing, liking and retweeting: discretionary allocation based on level of consistent social media participation across the 12 months (5 active and consistent; 10 highly engaged and consistent)	5 to 10 Compass Degrees

## Who Should Attend

This course is ideal for anyone who is involved in people development across a variety of application areas. It does require some level of people development experience, be that in the areas of mentoring, coaching, training or management. It certainly does require a passion for growing people and maximising return through human potential. This is a significant financial opportunity give the accredited partner rates for profilers and the coaching, facilitation and consulting activities that can ensue.

## Registration

There is both a webinar-led version in a group format and a self-paced option. The webinar-led option requires attendance at 10 X two-hour webinars run on a Wednesday in the first and third weeks of every month for five months. Both options have the same programme fee. While the webinar-led programme requires more lead facilitator time, the group supports more with assignment feedback. In the self-faced option, more lead facilitator involvement is required for assignments.

Programme Fee: R9 995 (including VAT), payable in full to secure attendance.

This fee includes:

- Access to the online learning platform and all learning materials.
- Access to royalty-free marketing and training materials once trigger points in learning have been reached. This includes the print files for: bookmarks, business cards, brochures, Maximising Team Contribution workbooks, badges and more.
- There is no additional fee for attending monthly partner and training meetings once the programme has been completed.
- Two Contribution Compass profiler tokens for Level 1 once the required assignments in that level have been completed.
- Five Contribution Compass profiler tokens for Level 2 once Level 1 has been completed.
- Listing of your bio/profile on the web site.

Should you also wish to register your company as an accredited partner – a profiler reseller or approved distributor with at least one accredited facilitator – you will need to accredit your company and sign the applicable agreements. There is no upfront sign-on fee other than the fee provided herein.

To register for this course, please complete this application form, [click here](#). To enquire further, contact [info@contributioncompass.com](mailto:info@contributioncompass.com).

**Are you ready to maximise your contribution by joining our team of committed growth specialists?**

# Programme Content

## LEVEL 1

### The Contribution Compass (CC)

- The CC story: The purpose of maximising contribution and return
- The four natural energies: Applied in effective questioning and drivers of growth
- The Eight CC profiles
- Practical exercises

### Building an Effective Team

- The CC as a tool for team effectiveness
- Starting a new team / business
- Linking profile to a position
- Recruitment
- Balancing teams
- Growing teams
- Maximised messaging (MM) intro
- MM – marketing
- MM – communication
- MM – position advertisement
- Practical exercises

### Building an Effective Company

- Maximising entrepreneur focus
- Leadership styles
- Company profile
- Stage of company growth
- Practical exercises
- Self-reflection

## LEVEL 2

### Facilitator: Sage on the Stage versus Guide on the Side

- The role of the facilitator
- Principles of adult, outcomes-focused learning
- The four natural energies: Applied in learning styles and group dynamics
- Facilitation methodologies: Content presentation (incl. visual aids), story-telling, discussion, practical or group exercises, self-assessment

### Facilitation Exercises (Recorded on Video, 10 Mins Max per Presentation)

- Intro and contribution – corporate sector
- Intro and contribution – entrepreneur sector
- Engagement, drivers and impact
- Natural energy
- Profiles – overview and detail
- Effective teams intro
- Starting a new team / business
- Linking profile to a position
- Recruitment
- Balancing teams
- Growing teams
- Maximised messaging (MM) intro
- MM – marketing
- MM – communication
- MM – position advertisement
- Self-reflection

*\* This is a provisional outline and may be subject to modification.*

 @ContCompass

 Contribution Compass by Sirdar

 Contribution Compass by Sirdar

 [www.contributioncompass.com](http://www.contributioncompass.com)