

FREQUENTLY ASKED QUESTIONS

This document includes information and answers to frequently asked questions about our programs.

I noticed some of the introductory programs have a lot in common. How are they different from each other and how do I decide which is best for me?

That's true! Minds at Work currently offers two ways to become a skilled Immunity Map facilitator. You can use these descriptions to discern which fits your learning goals and style. You can learn more about each of them in the Coach Development section of our website.

Our **Online Facilitator's Workshop** takes place virtually over a three-day period. During this offering, groups of 20-30 participants from the MAW global community work online in large and small groups to learn how to facilitate the Immunity Map in both 1:1 and small-group settings (such as with an intact team where each member is working on their personal Immunity Map).

In **Mapmaking for 1:1 Coaching**, groups of six participants will learn to create maps in coaching conversations with individual clients. This online, real-time program offers the lowest faculty: participant ratio and so each cohort member will receive lots of individual attention from the program leader.

Each of these introductory programs also introduces participants to the next step in Immunity to Change coaching: using SMART experiments to support clients in overturning the psychological Immune System that is obstructing their abilities to make essential change. Completion of any of these programs will qualify you to move on to our *Using ITC with Teams program* (either in person or online), our new offering of *ITC Testing*, or our year-long *Coach Certification Program*.

We have supported clients and conducted coach development sessions online for many years, and are pleased to now offer these programs publicly. Running more of our programs online also means that many members of our global community will be able to learn about and deepen their ITC practice without the additional expenses of travel.

Who teaches these virtual programs?

Our Minds at Work senior faculty: Maria DeCarvalho, Deb Helsing, Bob Kegan and Lisa Lahey lead all of our coach development programs. Typically, all four of them participate in the Facilitator's Workshop. Depending on cohort sizes, Deb and/or Maria lead the Teams Day, ITC Testing and Mapmaking for 1:1 coaching.

I hope to earn a *Qualified ITC Map Facilitator* credential. Can I apply for it after one of these virtual programs?

Yes! Completing any of our two introductory programs will enable you to apply to become a *Qualified ITC Map Facilitator*.

Okay, I am interested in registering for one of the online programs. What's that like? Do I need to be online the entire time?

Just as we do in every Minds at Work program, whether we gather in Boston or virtually, we ask that you commit to being present and engaged for the entire time, which probably requires clearing your calendar of other commitments ahead of time. Our trainings are highly interactive, and your participation and perspective support your colleagues' learning as well as your own! We include regular breaks throughout every program, and – since we appreciate the realities of working from home – we aren't bothered by the on-screen appearance of family members, pets, a cup of tea or a snack! It may also be helpful to know that the ICF requires anyone seeking credits from a program to participate in every session.

Here's what two of our spring 2020 participants said about being online:

“You know, I was dreading having to do a workshop on Zoom. It exceeded my expectations. I was engaged the entire time and believe the rest of the group was as well.”

“Thank you - such a great experience, and the online version is so much better than I thought it would be. You made the shift beautifully.”

What technology will I need to participate?

You will need a reliable high-speed internet connection and the ability to access the videoconferencing system Zoom and Google Docs. Both Zoom and Google Docs are available for free. A web-enabled camera is strongly recommended as well, so that we can see you! We will send out more info on technology closer to your program.

What do I need to do to prepare?

We'll send pre-work via email 4-6 weeks prior to your session. For most programs, pre-work consists of PDF readings and a few thinking prompts.

Will the workshop be recorded or available for replay?

To protect the privacy of our participants and protect our intellectual property, these programs will not be recorded.

Can I receive ICF credit for these online programs?

Yes, for full participation in our existing programs (ITC Map Making for 1:1 Coaching, the Boston and Online Facilitator's Workshops, and both versions of Using ITC with Teams) you will receive ICF CCE credits. We will shortly be applying for ICF credentialing for our newest programs *ITC Testing*. We expect to be able to offer credits for full participation in those programs.

When will you resume running in-person workshops?

We continue to monitor local public health guidance and regulations, and remain in close contact with our vendors. We hope to be able to resume offering in-person workshops at some time in 2021, pending public health guidance and regulations.

Can you give me a quick comparison of the programs?

The chart on the *next page* shows how the programs compare to each other and fit together as a learning path.

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Program	Prerequisites	Format	Duration	Typical Group Size	2021 Tuition (USD)
Online Facilitator's Workshop	None	Online – Using Zoom	Please see note below	20 - 30	\$3,400 standard \$2,950 early
Mapmaking for 1:1 Coaching	None	Online – Using Zoom	Five 3-hour sessions	6	\$3,400 standard \$2,950 early
ITC Testing	Online Facilitator's Workshop, or Mapmaking for 1:1 Coaching	Online – Using Zoom	Four 3-hour sessions	20 – 30	\$3,400 standard \$2,950 early
Online Teams day	Online Facilitator's Workshop, or Mapmaking for 1:1 Coaching	Online – Using Zoom	One full day	15 – 20	\$1,500
Coach Certification Program	Boston Facilitator's Workshop, Online Facilitator's Workshop, or Mapmaking for 1:1 Coaching	In person	2 residencies in Boston; individual coaching; conference calls; program website.	15-20	\$18,000 standard \$14,500 nonprofit
Adult Development Assessment: The SOI	Working knowledge of Adult Development Theory	Online – Using Zoom	Five 3-hour sessions	16	\$3,950 standard \$2,750 nonprofit \$2,250 student

Note re: Facilitator's Workshop duration. Our 2020 program format was three contiguous days online. Currently (November 2020) we are making decisions on our 2021 format. We will update the Online Facilitator's Workshop page with dates and duration when available.