

**FOUR ROOMS
OF CHANGE®**



Program for Certification

2012 - 2014



Becoming an authorized user of the Four Rooms of Change has many advantages

What does it mean to be certified?

- The right to use and to communicate the concept to customers, employees and other stakeholders.
- Access to the unique analytical instruments and educational tools.
- Access to the world's largest community experiences in the applications and uses of the Four Rooms of Change in various environments, companies and organizations.
- The right to – under specific circumstances – use the Four Rooms of Change trademarks in internal or external marketing, training, consulting, therapy, change management, or any other commercial use.
- An unprecedented advantage, to deliver knowledge and results compared to different plagiarisms and look-alikes on the market.
- Access to national and international networks of professional users.



A learning session during Part II of the 43rd Certification Program that started in March 2011.

What are people saying?

“Why didn’t I learn this at the technical university,” exclaimed a research leader recently after learning some important concepts during the Four Rooms of Change workshop – this is a very common reaction.

What does the Four Rooms of Change[®] offer?

The Management and Owners It gives you a better view, more effective control of core processes, and directly observable and measurable business results.

Managers and Leaders A very efficient and easy to use set of tools for governance, management and monitoring.

Employees Greater understanding of and participation in change processes and business development, a language for difficult and complex issues that facilitates accountability, the perception of greater meaning and context of the work and support from management. Supports cooperation between different cultures.

Customers and Stakeholders The perception of a more professional business partner.

Staff Functions and Project Leaders Powerful analytical instruments, tools and methods that contribute to the ability of key people to lead, to manage, and to change the business from within their scope of work.

For Consultants A tool-kit that is simply unprecedented and strengthens the professional role.

Apart from the direct and obvious competitive advantages that authorization provides, it also includes a clear advantage in relations to various look-alikes and plagiarisms that have no access to the unique analytical instruments and pedagogical tools that have been developed over the years in direct collaboration amongst many global companies, their consultants, A&L Partners AB and Claes Janssen.

Trademark Protection

By becoming certified or by purchasing a corporate license, you may use the entire concept, including the trademark in your current business. The trademark protection strengthens the interest of every serious user.

Originator and Immaterial Rights



Claes Janssen, a psychologist, researcher and author, attracted international attention for his research on individual and collective self-censorship. Based on the research results, Janssen, in collaboration with the A&L Group developed a series of very practical and user-friendly analytical instruments and tools that help individuals and organizations to improve self-awareness, productivity and change readiness. For more than 15 years, the A&L Group has collaborated with Janssen to spread the knowledge and use of the theory, the concept, the analytical instruments and the tools within Sweden and internationally. To date, the primary focus has been applications for work life. Recently, more applications have emerged, such as schools, classrooms, sports teams, families and diversity. The creation and development of new analytical instruments continues at an ever-increasing pace as demand grows.

The Four Rooms of Change

– What is it?

The Four Rooms, as it is often called, is considered by many to be the world's most practical and useful psychological theory – not least in business life. With its models, analytical instruments and tools, the concept makes a difference in all enterprises and organizations – immediately and with all stakeholders involved! Thanks to Four Rooms incredible accessibility, there is no need for complicated implementation procedures or advanced training that require several steps. "It just works!" It is based in the pioneering Swedish research and proven experience. Thousands of companies now use Four Rooms in business – in all industries and across all continents.

Furniture manufacturers
The armed forces
Pharmaceuticals
Public safety
Telecom
Media
Education
Elderly Care
Transportation
Mechanical industry
... and other industries!



Sweden, Norway, Denmark
England, France
Finland, Latvia
Afghanistan
Hong Kong
Germany
China
Croatia
Australia
North America
... and other countries!

Immediate results and long-term effects

The Four Rooms of Change is a theory – indeed an entire concept, about change and productivity.

It is about life itself, especially about what is happening to you, yourself and others in connection with change, crisis, renewal, stresses or other hardships.

It is also about productive stability and the contentment necessary in life.

The theory and the concept are based upon the scientifically proven existence of two very distinct perspectives on life – two different ways of relating to oneself, to others and the world.

The Four Rooms of Change helps individuals, groups and organizations better understand and to manage themselves in various aspects of Contentment – Self-censorship – Confusion and Inspiration. Central to the concept is the preference to censor and to deny in order to avoid anxiety and worry.

It encourages and facilitates individual and collective responsibility, while adding a solid foundation for both active and conscious leadership as a part of committed teamwork.

The challenges become more manageable and less charged.

The combination of the theory and how it is conveyed practically is absolutely unique and extremely accessible – for the sake of simplicity without simplifying.

The Four Rooms of Change® helps companies small and large local as well as global and organizations to create awareness, strength, courage and direction-in routine activities or in crises.

Program Objective

- Certification in the three basic tools

The Introduction to the Four Rooms of Change®

This is a very practical and useful analytical instrument using a pedagogical approach to introducing the theory of the Four Rooms of Change. It is used when working in groups, small, medium, large or very large – with it you are able to work with several hundred people at once. Accessible to all, it provides a common language for things that might otherwise be difficult and challenging to communicate. Working with this instrument increases understanding and acceptance of differences of all kinds.

The Organizational Barometer®

Working with this analytical instrument helps the organization or the individual or the management team to answer the questions: How are we doing? How do we feel about it? What do we want to do about it? Utilizing 40 Questions that measure the climate of a group or organization – in small, medium, large or very large systems. It measures the degree of readiness for change, among other things. The necessary tools to understand the potential deadlocks and to plan for concrete actions are included. Preparation, analysis and real-time processing with all parties present and active, action is planned and management executed so that the most pressing things can take place immediately – implementation of the results are done with everyone's participation. The effects are very strong and vibrant.

The Personal Dialectics with the Outsider Scale™

For individual development, increased self-awareness and better understanding of one's own and others' preferences and for the consequences of these preferences on the business, the ability to make informed and realistic choices. Most suitable for work in small groups and individually. The management teams, boards, project and work groups as well as individuals benefit greatly from it. You will also have a brief introduction to the other analytical instruments and applications within the Four Rooms of Change series: these include the Team Barometer™, the Life Awareness Index™, the Family Barometer™, the Gender Equality Barometer™ and applications for schools such as the Children's Four Rooms™ and the Classroom Barometer™.

Application of model and instruments

The analytical instruments are diagnostic and scrutinizing. The instruments and working methods support the practical application. They can be used at the individual, group and organizational level and in all social systems. The theory bridges geographic, ethnic, cultural, religious, educational and others barriers. The tools are used for example in connection with development and change management, group development, crisis and conflict management, mediation, and in leadership development or as a climate survey.

An excellent alternative or compliment to anonymous surveys...

The Organizational Barometer and other barometers are excellent as powerful alternatives to various types of surveys. They provide direct results about the business! Also, they can be used to increase the quality and understanding of the information obtained in other employee surveys. The Barometers provide a much faster cycle time from measurement to implementation, secure data with a significantly higher response rate, maximum participation and accountability of the managers and employees and lower costs. Too good to be true? Ask us for references or better yet, try it out yourself!

The Program, 2+2+2 Days

The program consists of three parts each part is two-days in length over the course of 8 to 10 months. Before Part I, there is an introductory conversation with one of the program managers. To become certified, there are specific requirements for using the tools between Parts I, II, and III. Immediately after Part I, the participants begin to use two of the basic analytical instruments.

Part I

During Part I, we introduce and work specifically with two of the three basic analytical instruments. We work through the theory and how it may be used diagnostically, consultatively and professionally. A session is also used to connect the analytical instruments with “Value-based consultation” in addition to consultation areas, where defense mechanisms, values, human needs and different beliefs in the context of change management are involved and processed. The policy for trademark protection and the protection of intellectual property rights are also reviewed. Time is also devoted to planning, the participants’ practical use of the instruments in their own professional practice.

The dates for the Parts II and III are scheduled during Part I.

Part II

During the Part II, we deepen our experiences of the Four Rooms through the use of the third analytical instrument in the basic certification program. Part II covers the exchange of experiences between the workshops, the participants participate in conversations for deepening of the theory and discussion of the educational and consultative aspects of use. Participants plan for the future between the workshops focusing on the practical applications of the theory.

Part III

During the third part, we share experiences from our own professional uses of the analytical tools. We discuss the advancement of the theory, analytical instruments, tools and their integration in the Four Rooms. The history of the Four Rooms and Claes Janssen research and development of the concepts presented and discussed. During this part considerations for certification are discussed and explored. Other analytical instruments in the Four Rooms of Change series are introduced. Information is given on how membership in the User Forum can be used for one’s own professional development and to ensure quality to the end customer.

Who Can Participate?

You who are leading or supporting the development and change management in any kind of businesses and organizations. If you work with social and community development projects such as in schools, eldercare, urban development and community planning. If you want to be able to better cope with individual and collective defense mechanisms. You may be:

- Change leader, educator, consultant or therapist
- Production Manager, Marketing Manager, Principal, CEO, Chairman
- Human Resources Executive, HR Specialist or HR Generalist
- Union Representative
- Project Manager, IT Specialist
- Work life Expert, Psychologist, Pastor, Aid Workers, Peacekeepers
- Coach or support to inventors and entrepreneurs

Certification

The authorization to professionally work with the theory, analytical instruments and tools related to the Four Rooms of Change is based upon the following steps:

- 1 Completion of Certification Program which means participating in all three parts of the program.
- 2 Practical application in one's own organization or consulting practice between the parts at least two uses per application, two individual and two groups.
- 3 Evaluation of the experiences of your own use in conjunction with the program management and the other participants.
- 4 Sufficient and necessary theoretical understanding of the theory and its application.

After finishing the certification program, an agreement is made that gives the certified user the option to purchase materials for professional use. The materials are available in a dozen languages. As a certified user, you are also a member of Four Rooms of Change user forum, which offers these advantages.

The User Forum

is an active and working network for exchanging experiences and learning with the aim of increasing quality to customers. Some meetings are free, others have an associated cost. You may also have your resume and a link to your business advertised on the Four Rooms' website. During the certification program the membership fee for the User Forum is included. The price of membership in the User Forum is low and includes at least one "national or international conference" per year. It also includes local and regional meetings arranged on the initiatives of other members. The spreading of the Four Rooms around the world provides opportunities for an international perspectives, contacts and collaboration.



The 2010 User Forum. Over 110 participants, users and clients!

Program management

Each certification program is lead by two experienced program leaders.



Bengt Lindström. Organizational development consultant with extensive experience working with the Four Rooms. Established the certification program in Sweden and internationally.



Eva Widegren. Organizational development consultant with long experience working with the Four Rooms of Change. Co-owner of A&L Partners AB.



Drusilla Copeland. Organizational development consultant with extensive experience working with the Four Rooms internationally. Certification Program Manager and consultant in A&L Partners AB.



Paul Nordström. Organizational development consultant with extensive experience working with Four Rooms in different environments. Works with A&L Partners AB in the certification program and other assignments.

Program Start Dates

2012	30 - 31 August	Part I, Helsinki, Finland <i>Note Language: English and Finnish</i>
	5 - 7 September	Annual Four Rooms of Change User Forum, Stockholm
	5 - 6 November	Part I, Zagreb, Croatia <i>Note Language: English and Croatian</i>
	15 - 16 November	Part I, Helsinki, Finland <i>Note Language: English and Finnish</i>
2013	7 - 8 January	Part I, Stockholm
	12 - 13 March	Part I, Melbourne, Australia
	18 - 19 April	Part I, Helsinki, Finland
	17 - 18 June	Part I, Stockholm
	29 - 30 August	Part I, Stockholm <i>Note Language: English</i>
	4 - 6 September	Annual Four Rooms of Change User Forum, Stockholm
2014	13 - 14 January	Part I, Stockholm
	13 - 14 March	Part I, Melbourne, Australia
	16 - 17 June	Part I, Stockholm
	28 - 29 August	Part I, Stockholm <i>Note Language: English</i>
	3 - 5 September	Annual Four Rooms of Change User Forum, Stockholm

Note! The dates for Part II and III are scheduled together with the participants during Part I.

Price

The price in 2012 is SEK 33 000 excluding local taxes. Includes all three parts, course materials, documentation and the User Forum fee during Certification Program. Cost of food and possibly lodging is extra. The prices should be changed to USD, EUROS and AUD

Price 2013 is 37 500 excluding local taxes.

Price 2014 is 39 000 excluding local taxes.



Contact us for a quote for a customized in-house program.

Registration and further information

Registration to: signup@andolin.com

Additional information: + 46 8 677 00 30