



promoting the power  
of facilitation worldwide

*The International  
Association of  
Facilitators*

A visual guide to

# THE IAF PROFESSIONAL DEVELOPMENT PATHWAY

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# THE IAF PROFESSIONAL PATHWAY

## IAF DESIGNATIONS AND ACCREDITATIONS

- [IAF Endorsed™ Facilitator](#)
- [IAF Certified™ Professional Facilitator](#)
- Maintaining and developing the IAF Certified™ Professional Facilitator status by [re-certifying](#) as:
  - IAF Certified™ Professional Facilitator
  - IAF Certified™ Professional Facilitator | Master
  - IAF Certified™ Professional Facilitator | Emeritus

## OTHER IAF PROGRAMMES

- [IAF Mentoring Programme](#)
- [IAF Endorsed™ Facilitation Training Programme](#)

# **IAF DESIGNATIONS AND ACCREDITATIONS**

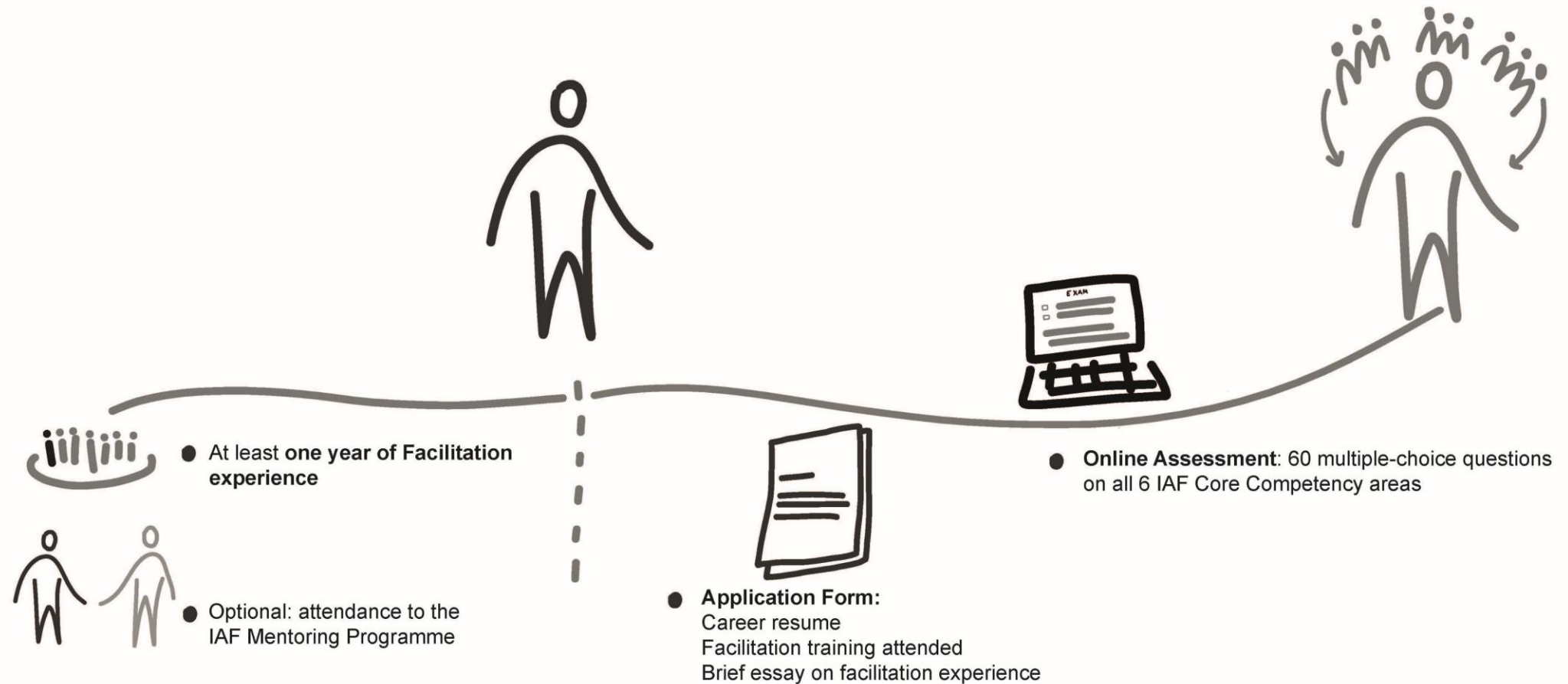
# IAF Endorsed™ Facilitator

The IAF Endorsed™ Facilitator (EF) designation is a **first stage of the IAF Professional Development Pathway.**

It has been specially designed **for members who may be considered a practitioner in the field of facilitation.** For this reason, it is particularly suitable for **members who are at the early stages of their career as facilitators or may work primarily as a consultant, project manager, trainer, coach, or meeting leader,** independently or within an organisation.

# IAF EF: ENDORSED FACILITATOR

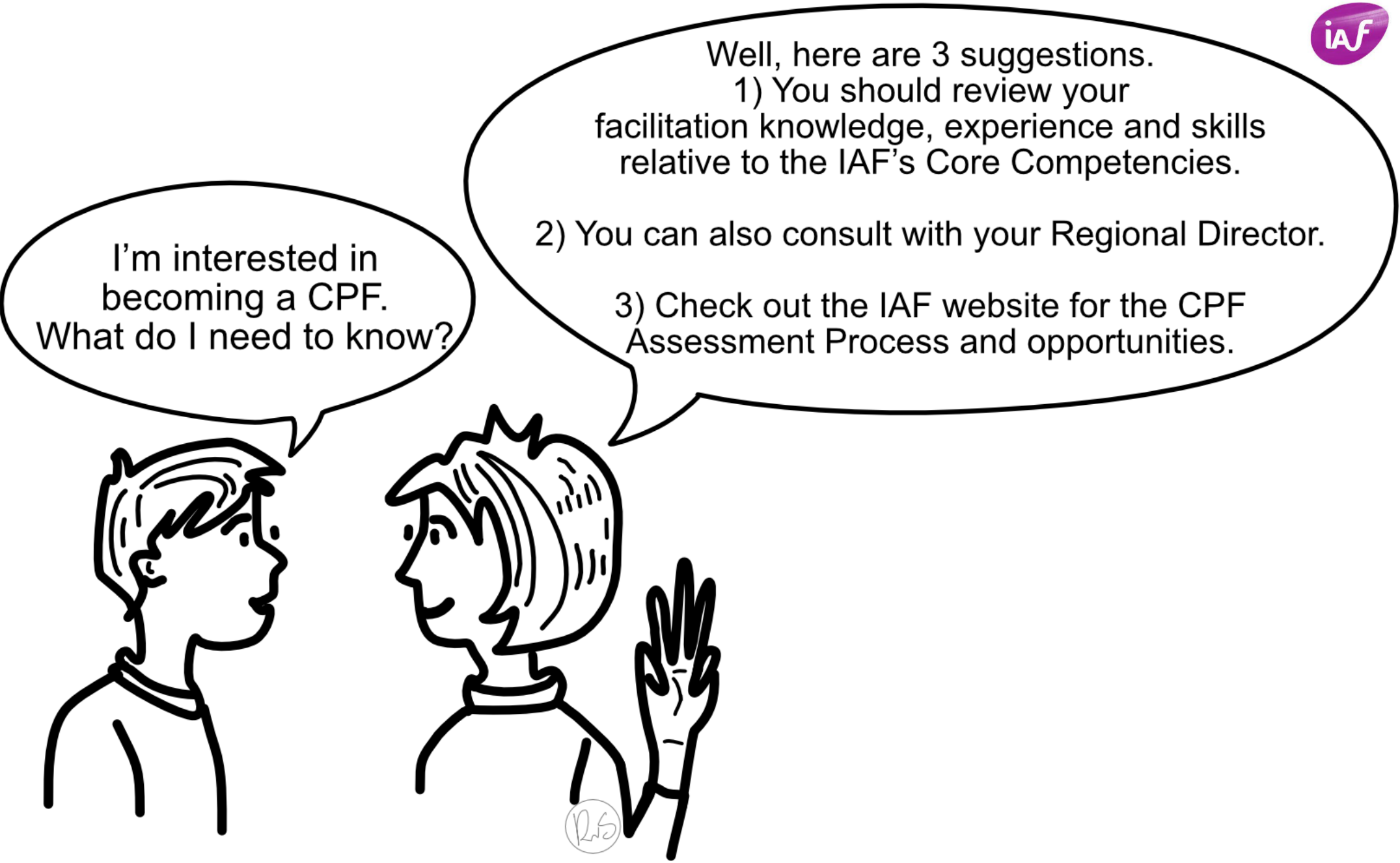
IAF members who have demonstrated an understanding of IAF Core Competencies & want to be recognised as knowledgeable facilitators



# IAF Certified™ Professional Facilitator

The IAF Certified™ Professional Facilitator (CPF) assessment process was **developed more than 20 years ago.**

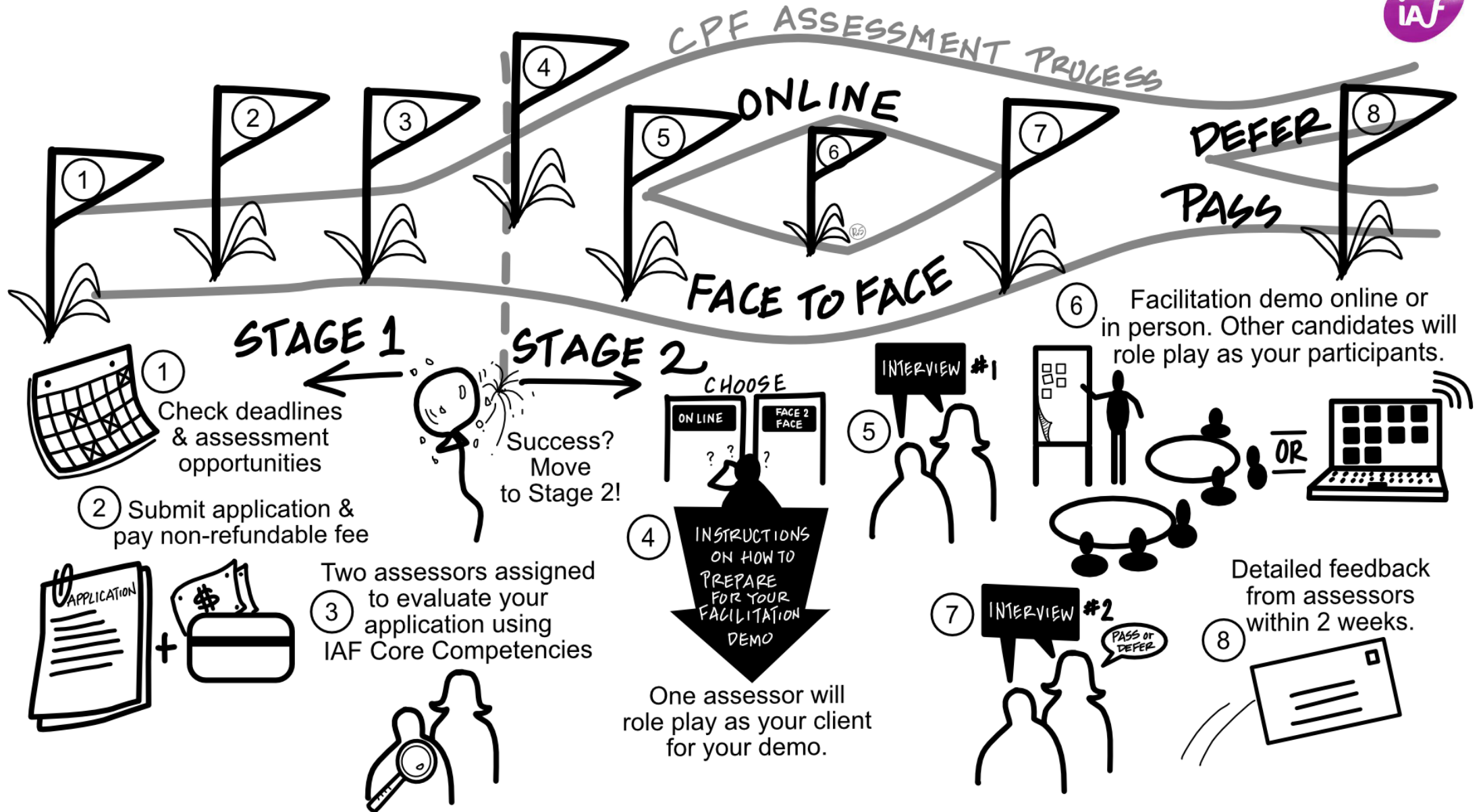
To earn the distinction of a CPF, a candidate **must have sufficient experience and skills as a process facilitator** to demonstrate each of the six [IAF Core Competencies](#).

A black and white line drawing of two people. The person on the left is shown in profile, looking towards the right. The person on the right is facing forward, gesturing with their right hand held up, palm facing the viewer, with three fingers extended. A large speech bubble from the person on the right contains three numbered suggestions. A smaller speech bubble from the person on the left contains a question. The entire scene is enclosed in a rectangular frame.

I'm interested in becoming a CPF.  
What do I need to know?

Well, here are 3 suggestions.

- 1) You should review your facilitation knowledge, experience and skills relative to the IAF's Core Competencies.
- 2) You can also consult with your Regional Director.
- 3) Check out the IAF website for the CPF Assessment Process and opportunities.





# Maintaining and growing and developing the IAF Certified™ Professional Facilitator status: re-certification

The IAF requires that **CPFs recertify** in order to ensure that **the CPF designation maintains its credibility and continues to denote ongoing mastery** of the **IAF Core Competencies** by facilitators who are active in the field. Members can recertify as:

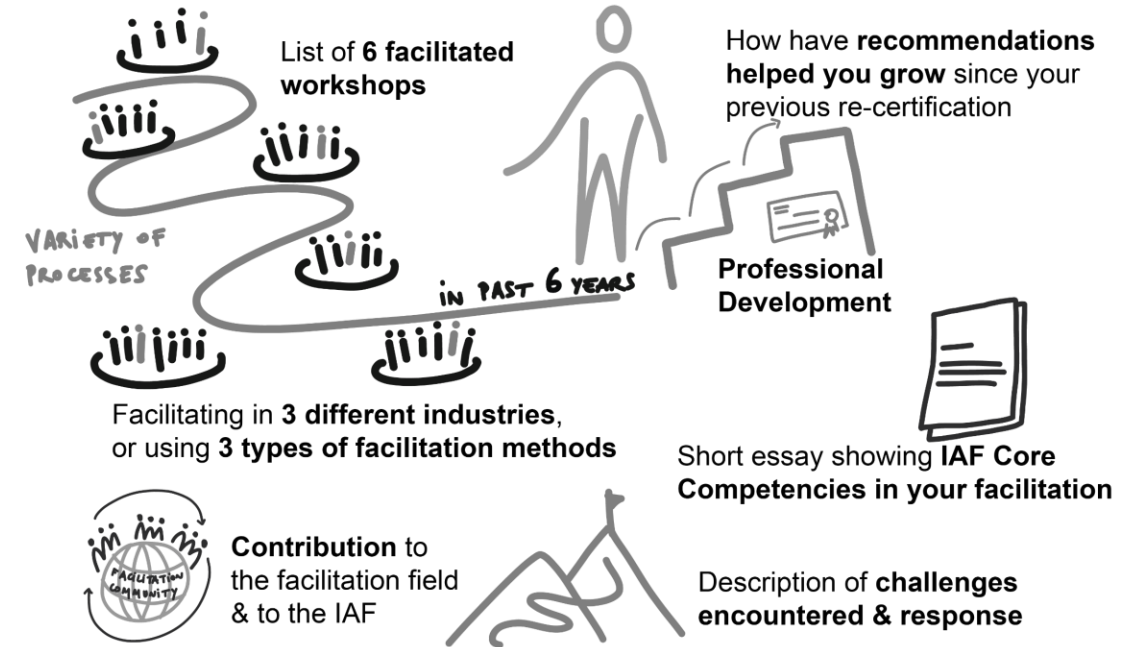
- **IAF Certified™ Professional Facilitator (CPF)**
- **IAF Certified™ Professional Facilitator | Master (CPF | M)**
- **IAF Certified™ Professional Facilitator | Emeritus (CPF | E)**

# MAINTAINING YOUR CPF : RE-CERTIFICATION

## IAF CPF every 4 years



## IAF CPF | MASTER every 6 years



Upon receipt of application & payment, an anonymous IAF assessor will review your re-certification within 60 Days.

Be a current  
IAF member



Complete 2  
recertifications  
remain certified  
8 years



Evidence  
6 workshops  
over 6 years



Provide evidence  
of professional  
development



Evidence contribution  
to the field of facilitation  
and to the IAF



Review application package  
for additional requirements



Download  
and complete  
two part form

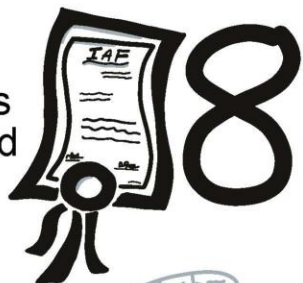


Pay appropriate fee

Be a current  
IAF member



Complete 2  
recertifications  
remain certified  
8 years



Evidence  
6 workshops  
over 6 years



Provide evidence  
of professional  
development



Evidence contribution  
to the field of facilitation  
and to the IAF



Review application package  
for additional requirements



Provide information on reasons  
for no longer being active



= CPF/M

The majority  
of the  
requirements  
are the same  
as CPF/M



Once achieved  
recertification  
is not required



One time fee  
required

# **OTHER IAF PROGRAMMES**



## IAF Mentoring Programme

The IAF Mentoring Programme is a **formal 6-month programme** to help members:

- achieve their **professional development goals**
- contribute to the **growth of the facilitation community** of practice around the world.

# IAF MENTORING PROGRAMME

Achieve professional development goals & contribute to growth of the facilitation community of practice



## MENTEE

- Be an IAF member



- Register as Mentee & pay appropriate fee



- Orientation webinar on the programme

## MENTOR

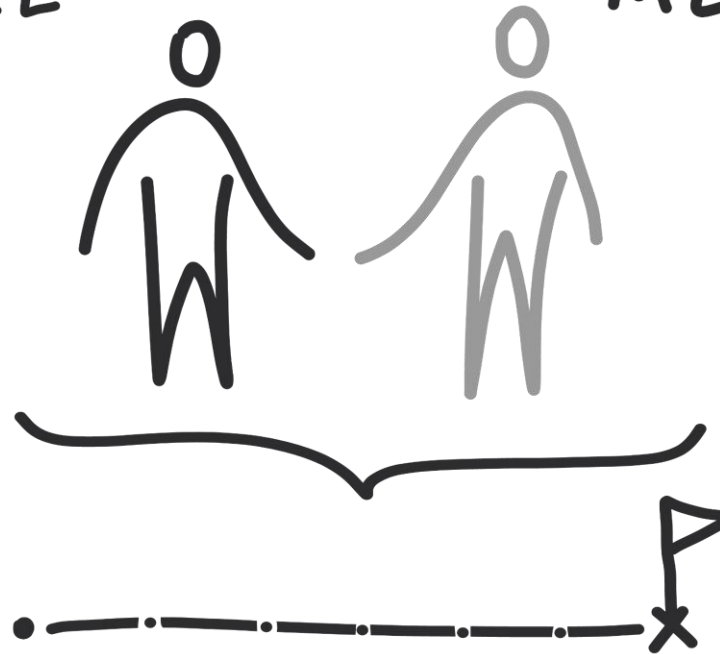
- Be an IAF Certified™ Professional Facilitator



- Register as Mentor



- Orientation webinar on the programme



- Commit to 6-month mentoring relationship with at least 6 sessions

- Commit to evaluating the programme & giving feedback



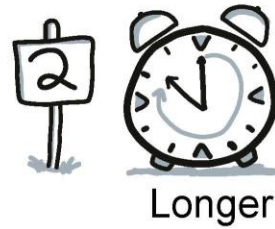
# IAF Endorsed™ Facilitation Training Programme (EFTP)

The IAF Endorsed™ Facilitation Training Programme (EFTP) **promotes the professionalism of facilitation training programmes internationally.**

The IAF EFTP **endorses facilitation training programmes offered by training organisations.** It does not endorse facilitation training organisations or individual trainers. **The endorsement is for a specific training programme and lasts for 4 years.**



## 2 Stages



Provide documentation about programme



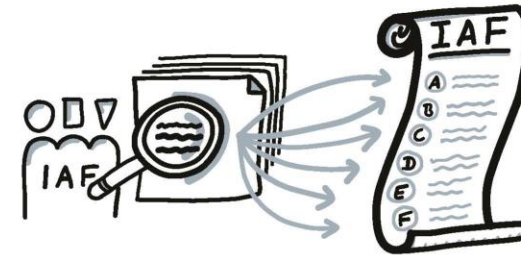
Confirm program aligns to IAF ethics & values



Provide information about: Programme, content & trainers



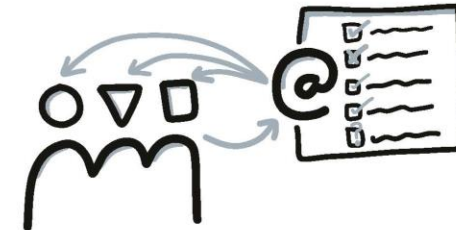
If successful 6 months given to complete the process



Complete documentation provided is mapped to IAF Core Competencies



Complete trainer and participant materials are reviewed



Previous participants complete a survey



All information reviewed

Additional questions may be asked

**Illustrations and visuals contained in this presentation have been offered by the following IAF Members**

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**Andi Roberts, *Visual Facilitator CPF***