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
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

- At least one year of Facilitation experience
- Optional: attendance to the IAF Mentoring Programme
- Online Assessment: 60 multiple-choice questions on all 6 IAF Core Competency areas
- Application Form: Career resume, Facilitation training attended, Brief essay on facilitation experience
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.
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.

I'm interested in becoming a CPF. What do I need to know?
**Stage 1**
1. Check deadlines & assessment opportunities
2. Submit application & pay non-refundable fee

**Stage 2**
3. Two assessors assigned to evaluate your application using IAF Core Competencies
4. Instructions on how to prepare for your facilitation demo
   - Online
   - Face to Face
5. Success? Move to Stage 2!
6. Facilitation demo online or in person. Other candidates will role play as your participants.
7. Detailed feedback from assessors within 2 weeks.
8. Interview #1
   - OR
   - Interview #2
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

- List of 7 facilitated workshops
- VARIETY OF PROCESSES
- Professional Development & trainings
- Short essay linking learned lessons since becoming CPF, changes in behavior, and showing growth during this time
- IN PAST 4 YEARS

**IAF CPF** every 6 years

- List of 6 facilitated workshops
- VARIETY OF PROCESSES
- Facilitating in 3 different industries, or using 3 types of facilitation methods
- Short essay showing IAF Core Competencies in your facilitation
- Contribution to the facilitation field & to the IAF
- Description of challenges encountered & response
- IN PAST 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\text{\textsuperscript{F|M}}

The majority of the requirements are the same as CPF\text{\textsuperscript{F|M}}

Once achieved recertification is not required

One time fee required
OTHER IAF PROGRAMMES
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
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

1. Shorter
   - Provide documentation about programme
   - Confirm program aligns to IAF ethics & values
   - Provide information about: Programme, content & trainers

2. Longer
   - Information reviewed
   - 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

Rosanna von Sacken, Visual Facilitator CPF
Olivier Pesret Visual Facilitator
Andi Roberts, Visual Facilitator CPF