

# Grid Policy Guideline

Updated October, 2003

## Certification to deliver Grid Seminars and Designs

Grid International is committed to high quality results. As part of this commitment, Grid International maintains the following certification standards for the delivery of Grid seminars and designs.

Certification to deliver Grid seminars and designs is available to Grid associates and in-company trainers. Associate licensing is required to market or deliver Grid seminars and designs outside an in-company trainer's own company. Grid material for in-company trainers is available through licensed Grid associates.

Grid International has sole discretion in applying and amending the following certification standards. Certain certification requirements may be waived by Grid International, Inc. and an associate jointly; however, any waiver of requirements is an exception to the standard and would only be made if the individual has significant knowledge of Grid theory, Grid learning methodology, extensive Grid seminar experience and is judged as capable with the waived requirements.

The associate or certified in-company trainer, as applicable, determines successful seminar completion.

Certification shall expire if a certified individual has not delivered a Grid seminar or design within a period of three years. Grid International may de-certify an associate or in-company trainer as the result of an audit or improper use or rights infringements of Grid materials. Re-certification may, in these cases, be possible without all renewed requirements, as determined by Grid International. Acceptance of certification authorizes Grid International, or its agents, to audit any subsequent delivery of Grid seminars and designs.

### Grid Seminar Manager Certification

Available to all

Certification to deliver Grid "individual learning objective" seminars and designs, including Leadership Grid, Managerial Grid, Supervisory Grid, GridWorks (Employee Grid), Grid Selling Solutions, OfficeWorks (Office Professional Grid), Making Critique Work for You, Grid Service Excellence, and historical variations of these designs. This excludes the HealthCare Grid Seminar as the services of a physician or other healthcare-related facilitator are required.

- a) successfully participate in and complete the Leadership or Managerial Grid Seminar.
- b) successfully participate in and complete the Manager Preparation Seminar.
- c) successfully co-manage a Leadership or Managerial Grid seminar with a certified Grid Seminar Manager (optional, for individuals desiring or needing additional experience).
- d) successfully lead (as primary facilitator) a Leadership or Managerial Grid seminar under the supervision of a certified Grid associate, or a certified in-company Grid Seminar Manager approved by a Grid associate.

### Grid Team Development Certification

Available to certified Grid Seminar Managers

Certification to deliver Grid "team development" seminars and designs, including Building Spectacular Teams, TeamWorks, Quality Through Teamwork, Generating Spectacular Results, Team building Refresher, and historical variations of these designs.

successfully co-manage a Grid team development design with a certified Grid associate or a certified in-company Team Development Manager approved by a Grid associate.

### Grid Other Designs Certification

Available to Grid Seminar Managers on approval of Grid International or a licensed Grid associate certified in the design

Certification to deliver other specific Grid seminars and designs, including Building Spectacular Partnerships (Intergroup Conflict Solving), Strategic Development, Implementing the Strategic Model, Consolidating the Strategic Model, the Grid Merger Laboratory, the Medical Grid, the Cockpit Resource Management Seminar, and other historical designs.

successfully co-manage the specific seminar or design with a Grid associate certified in the specific design.

### Grid Manager Preparation Trainer Certification

Available to Certified Grid Seminar Managers who have delivered a minimum of three Leadership or Managerial Grid seminars

- a) successfully co-manage the Manager Preparation seminar with a Grid associate certified to deliver the Manager Preparation seminar.
- b) successfully lead the Manager Preparation seminar under the supervision of a Grid associate certified to deliver the Manager Preparation seminar.