

NCSPOD'S MISSION

To increase institutional vitality by providing professional growth opportunities for members, enabling them to establish, enhance, and/or revitalize staff, program, and organizational development in their organizations.

WHAT DOES THE PROGRAM OFFER?

This year-long program includes intensive face-to-face and online training and development opportunities; individual goal-setting; planning and reflection; and the opportunity to work with an experienced mentor on the development of five core competencies required of professionals working in the field of staff, program and organizational development

WHAT DO PARTICIPANTS ACHIEVE?

During the year-long program, participants will complete or develop:

- ◇ A personal profile
- ◇ Self-assessment and on-going reflections
- ◇ Monthly interactive cohort meetings via the internet
- ◇ Activities to promote the achievement of the core and individualized supporting competencies
- ◇ A portfolio detailing evidence of achievement

TESTIMONIALS

"What I didn't realize when I signed my name and officially enrolled in the twelve-month NCSPOD Staff, Program and Organizational Development Program was what a career enhancing and life changing project I was about to embark on. I would recommend this program."

Karen H. Brown
Central Carolina Community College,
NC

"The most important aspect of the Certificate Program has been the mentoring program. My mentor literally changed my life. I learned valuable skills and am now happy and successful in my career."

Macaela Cashman
Cochise College, AZ

For more information, please contact:

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CERTIFICATE ^{of} ACHIEVEMENT

- A CUSTOMIZED PROGRAM
- COMPETENCY-BASED
- MENTORS & A COHORT

Is this the program for you?

- Are you new to professional development and want to get up to speed quickly?
- Do you face professional challenges that a mentor could address?
- Would you benefit from recognition of your SPOD knowledge and expertise?

The North American Council of Staff, Program and Organizational Development (NCSPOD) invites you to participate in its Certificate of Achievement Program for Staff, Program and Organizational Development Professionals.



Serving members in Canada & the United States
www.ncspod.org



Affiliate Council of the American
Association of Community Colleges

CERTIFICATE of ACHIEVEMENT

CORE COMPETENCIES

PROGRAM GOALS

HOW TO APPLY

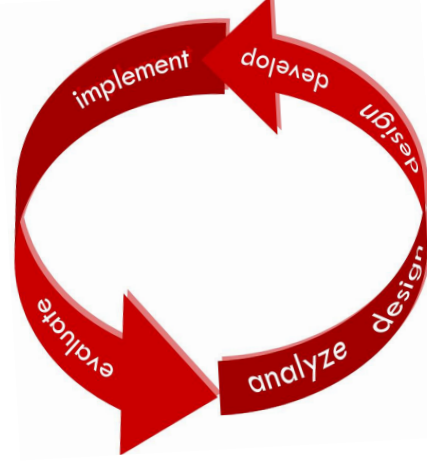
The five core competencies are based on widely accepted systematic instructional design models such as the one illustrated in this brochure. Program participants will include evidence of achievement of these five core competencies:

1. **Analyze** institutional, departmental, and/or individual development needs
2. **Design** programs or training events to meet an identified need
3. **Develop** programs or training events to provide learner success
4. **Implement** programs or training events.
5. **Evaluate** the level of success of programs or training events.

Select supporting competencies to support your individual goals - Manage Organizational Development, Develop Interpersonal Relationships, Facilitate Communications, Acquire Resources, Identify and Promote Rewards, Administer Development Programs for Staff, Administer Development Programs for Faculty, Maintain Program Viability, Use Technology Effectively.

The Certificate Program is designed to:

1. Recognize the accomplishment of individuals who have demonstrated proven knowledge of general principles and practices of staff, program, and/or organizational development (SPOD)
2. Provide opportunities to further knowledge, skills, competencies of SPOD practitioners through professional development activities
3. Share a record of accomplishments, skills, and knowledge of SPOD practitioners with other interested institutions and organizations.



The application for the Certificate of Achievement Program is available on the NCSPOD website at:

<http://www.ncspod.org>

Participants will be asked to list their individual goals, criteria for matching a mentor to their interests and preliminary plans for training activities. Participants may also use the process to provide additional details about what they hope to achieve in the program and ask questions of the program coordinator.

PARTICIPATION FEE:

Program participants must be current members of NCSPOD. In addition, a small fee of \$100 USD is charged to cover some of the associated expenses. Participants are responsible for any fees associated with registration at their selected training activities and any phone charges for meetings with their mentor and the cohort. Membership and fee payments may be made online.