

Proposed Panel on Certification – simplified version

DRAFT July 20, 2015

INTRODUCTION

A process for appointing new Coordinators is necessary because, with the retirement of Gene Gendlin and the death of Mary Hendricks, wisdom now resides in the community as a whole. We want to ensure that those who are appointed as Coordinators are qualified to take on this important teaching and leadership role so that the whole Focusing community can have confidence in the abilities and skills of the new Coordinator. We need to ensure fairness and transparency in this process. Please note that the process we are proposing will apply only to new Coordinators.

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A Panel on Certification is a proposal for the process for appointing new Coordinators. We seek advice and input from all interested parties. This document is a draft, subject to changes small or large, depending on the feedback we receive.

PURPOSES AND PRINCIPLES OF PANEL

Specific Purpose: □ To approve the appointment of Coordinators. □ □

General Purpose: □ To protect diversity (among individuals as well as regional or cultural groups) while also ensuring that those certified as Coordinators by The Focusing Institute are able to carry forward Focusing and Experiential Listening. □ □

Working principles: □

Respect traditions that already exist. □

Uphold excellence in practice without standardizing.

Acknowledgement of language and culture as issues: We recognize that the Institute operates in the United States as its headquarters and with English as its primary language. We are aware that it will take effort, sometimes quite uncomfortable, for us to proceed in a way that is truly international and respectful of a wide variety of languages and cultures. We expect that we will do so imperfectly, but we pledge to do so with sincere effort and to be responsive when we are being told that we have not yet achieved this goal. One important way is to have regional bodies be involved in deciding who will be on the Panel. An additional safeguard would be to have designated liaisons between the Panel and each language or cultural group (especially if those groups are not represented on the Panel).

Note: This document uses the abbreviation CNT (which is often used as an abbreviation for Coordinator in Training) to refer to those who are being considered for appointment as a Coordinator.

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THE PANEL WOULD BE CHARGED WITH DOING THE FOLLOWING

- 1) DEFINE QUALITIES OF A COORDINATOR
- 2) DETERMINE MEANS OF ASSESSMENT
- 3) UNDERSTAND AND PROTECT WHAT IS ALREADY WORKING
- 4) CONNECT WITH BODIES OR INDIVIDUALS AS APPROPRIATE
- 5) ENSURE THAT REQUIREMENTS FOR HOW TO BECOME A COORDINATOR ARE CLEAR TO ALL
- 6) DETERMINE WHAT IS REQUIRED FOR MAINTAINING ONE'S STATUS AS A COORDINATOR
- 7) CREATE A PROCESS FOR RECEIVING FEEDBACK
- 8) WORK IN A MANNER CONSISTENT WITH THE FOCUSING ETHOS
- 9) REPORT TO THE BOARD AND/OR THE INTERNATIONAL LEADERSHIP COUNCIL OF THE FOCUSING INSTITUTE REGULARLY, AS DETERMINED WHEN THE PANEL IS CONSTITUTED

THE PANEL IS A BODY OF THE FOCUSING INSTITUTE

This Panel on Certification *is a body of The Focusing Institute*, and must act in support of the Institute. Its role is to ensure that certification by The Focusing Institute is meaningful and can be shown to have value. It is accountable to the wider community as well, but it cannot make decisions that will do clear harm to the sustainability of the Institute (for instance, it could not decide to eliminate fees for certification, as that would make TFI insolvent). For this reason, the Board of Trustees of the Institute has the right to intervene (in a Focusing way -- cooperatively and seeking common ground) when there is reasonable cause to believe that actions that the Panel takes could be damaging to TFI. The Board and the Panel should find ways to be in communication regularly to maintain a cooperative, positive relationship.

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MEMBERS OF THE PANEL

One possible configuration:

The Executive Director of The Focusing Institute

One member of the International Leadership Council

One member of the Board of Trustees

Four Coordinators who have been chosen by Coordinators in their region/cultural or language group for a set term (perhaps 3 years). (Note that only those current on their TFI dues would be eligible to be on the panel or to be involved in choosing those on the panel.)

Another possible configuration:

The ILC is asking itself how this Panel might relate to the ILC. Should the ILC become the Panel? Should the Panel be a sub-group of the ILC -- perhaps a "Certifying Leadership Council"? The ILC sees the idea of this Panel as a possible model for how to connect and bring people in.

THE FUTURE OF THE PANEL

There are many issues around certification which would benefit from sustained attention. Without creating rigidity, it would be useful to have this Panel (or perhaps sub-panels) eventually begin to look at other questions around certification.