

## Logistics

The program consists of two sessions conducted over a four to seven month period. The training is facilitated by Drusilla Copeland and Bengt Lindstrom.

Tuition: 5,300 US\$ in Singapore, 35,000 ZAR in South Africa.

It includes:

- Three learning sessions – Part I and II – eight days total
- Training materials and the Four Rooms of Change User's Forum fee during training
- Periodic teleconference coaching sessions between workshops for debriefing, support and learning from others on applications of the Four Rooms of Change theory and tools
- An opportunity to meet the originator Claes Janssen, Ph.D.
- For inquires on group rebates or in-house programs – contact us.

During the training period, participants may purchase tools at the training price for use in their ongoing assignments and for gaining experience. Thereafter the tools will be available at the list price. Meals, accommodations, transportation and local taxes are extra.

The whole training fee must be paid 30 days before the training starts and is non-refundable unless the training is cancelled by the training providers.

## Program management



**Bengt Lindstrom** Organization development consultant with 25+ years of experience from using the Four Rooms of Change in organizational life. Established the certification process. Many years of experience developing internal and external consultants as well as managers.



**Drusilla Copeland** Organization development consultant, with extensive experience using the Four Rooms of Change in organizations, including a 10-year project in a company where the long term effects were studied. Involved with the certification programs since 1999.

Drusilla Copeland and Bengt Lindstrom have been working together on the international market for many years. They both have a close professional contact with Claes Janssen, the originator and is participating in furthering research and development in conjunction to the Four Rooms of Change theory, tools and best-practice.

To register or to obtain further information, contact us!

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The Four Rooms of Change<sup>®</sup>  
presents



## The FROC Certification Program

The Program that Helps You Help Others Manage Change

### CALENDAR

### 6 + 2 DAY CERTIFICATION

- Note:
- The Certification process in **North America and Europe** is a program of three (3) workshops. Each workshop is two (2) days long.
  - The Certification process in **Asia, Australia and Africa** are designed as a program of 6 + 2 days.

Below are the dates for the startup workshop of each program. Dates for part II and III are decided by the participants during part one.

#### 2008

June 16 - 17	Part I, Stockholm, Sweden	Language: Swedish
September 4 - 5	Part I, Helsinki Finland	Language: Finnish
September 10 - 12	User Forum, Stockholm, Sweden	
<b>November 2-7</b>	Part I, Johannesburg, South Africa	Language: English
December 5 - 6	Part I, San Francisco, California.	Language: English

#### 2009

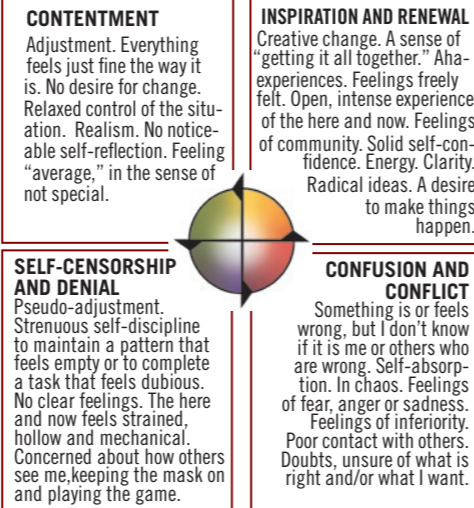
January 16 - 17	Part I, Stockholm, Sweden.	Language: Swedish
<b>April 19-24</b>	Part I, Singapore.	Language: English
June 15 - 16	Part I, Stockholm, Sweden.	Language: Swedish
September 8-9	Part I, Stockholm, Sweden.	Language: English

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**The Four Rooms of Change** is a theory created by the Swedish psychologist, researcher and author *Claes Janssen, Ph.D.* His groundbreaking research on individual and collective defenses in the late sixties and early seventies immediately received international recognition.

*The Four Rooms of Change* is a theory based on scientific research. It deals with change, with what happens to people and organizations in change, stress and transition. It helps them understand and influence their own change processes and support others'.

A number of pedagogical and very practical tools have been developed to support people and their organizations. *The Four Rooms of Change* is also known under the names *the Four Room Apartment* and *the Change House*. However, neither of these have tools, qualified training or quality control associated with them.



**The aim of the program is for leaders, consultants and practitioners to become certified in using the following tools:**

- Introduction to the Four Rooms of Change – a tool to get to know the theory. It creates significantly increased understanding of change within self and the group.
- Personal Dialectics with the Outsider Scale – a tool for personal development and increased self-awareness. Recommended for small groups and individual coaching.
- The Organizational Barometer - a tool for measuring the social climate in all kinds of groups and organizations in very efficient, participative and dynamic ways.

Additionally, participants are introduced to the Team Barometer, the Management Barometer, the School Project and the Life-awareness Index, which are also part of the Four Rooms of Change Tools. They require advanced training because of the extended theoretical base.

#### About the tools

The tools have a diagnostic and scrutinizing ability. They "touch" individuals, groups, and organizations. Some of the tools are more suitable for use in training sessions with individuals, in a group, among managers or in development sessions with management teams, work teams, or project groups. The other tools are better used as survey instruments when you want to scrutinize some area of the organization, such as the organizational climate or the readiness for change.

#### An Alternative to Anonymous Surveys

The Barometers are excellent alternatives to employee opinion surveys and other anonymous inquires. They can also be used to enhance the quality and clarify the meaning of the data you have gathered already from other surveys. They give work units or teams the common language needed to work through issues that are identified in a way that is difficult to achieve with other organizational assessments.

#### Who should attend?

Anyone who manages or supports development work and change processes. Anyone who works with social or societal development projects such as school projects, elderly care or urban planning. Anyone who deals with business or manufacturing change management. You may be • Change Agent or Trainer • Consultant or Therapist • Manager, Leader or Chairman • HR Generalist or HR Specialist • Trade Union Leader • Project Manager or IT Specialist • Work Environment Specialist, Priest, Charity Worker or Mediator.

#### The program, a 6 + 2 day design

The program consists of two workshops. Between them practical application of the tools in real situations is encouraged and necessary to become certified. Networking between participants is encouraged but not required. We offer mentoring opportunities as an option.

During Part I, we introduce the three basic tools: "Introduction to the Four Rooms of Change," "The Organizational Barometer" and "Personal Dialectics with the Outsider Scale." We practice using them within the group and on the fourth day, Wednesday, there is a pre-planned practical applications' day. We discuss the grounding theory and how the tools may be used diagnostically and within a consultative framework. Defense mechanisms, values and beliefs in the context of development work are also discussed. Sessions on how to integrate the theory into oneself to increase self-awareness is also included. Time is allocated for planning, with the help and support of the training facilitators, to determine how to use the tools in the specific work environment over the next few months.

Part II is scheduled during Part I. It begins with the participants reflecting on their experience of using the theory and the tools they learned in Part I – we learn from our experiences. Also during Part II, we learn the basics of the theory and the tools using the materials as a frame of reference, we learn how to work with issues like self-awareness, personal development and team development. We focus on the professional use of the tools. We learn from experience and use the learning for the certification process. A brief introduction to other tools such as the Team Barometer, the Management Barometer and the Life-awareness Index is given. How the Four Rooms of Change is used in school systems is also presented.

Claes Janssen, Ph.D., the originator, participates in one of the two workshops.

#### Certification

After completion of the training, we enter into an agreement that entitles the participant to professional use of the theory and to purchase the tools connected. Certification is contingent upon successful completion of the following steps:

- 1 Participation in all sessions.
- 2 Practical use of the instruments between the sessions and participation in two telephone conferences for mentoring purposes.
- 3 Evaluation of personal experiences from using the instruments.
- 4 Completion of the self-study questionnaire.

#### The User Forum and Learning Exchange

As a certified user you have access to "The User Forum," which is an arena developing organically, stimulating the exchange of experience and learning, with the aim to increase end user quality. The fee for the Forum is offered at an "at cost" rate. It includes at least one Learning Exchange Conference per year, access to the <fourrooms.com> Listerv, and guaranteed updates of tools and other materials connected to them.

#### Originator



**Claes Janssen, Ph.D.** – psychologist, researcher and author – has been known internationally since his 1970's research on individual and collective self-censorship and denial. Based upon this research Janssen developed several very practical and user-friendly pedagogical tools to help individuals and organizations increase self-awareness, productivity and change readiness. For more than 15 years Ander & Lindstrom Group has been collaborating with Janssen to spread the use of the theory and tools to all areas of society and to all parts of the world. Focus has mainly been applications for work-life. Lately new areas of use have been explored such as schools and classrooms, couples, families, sports and diversity.