



Program for Certification

2015 - 2017



Becoming a certified user of the Four Rooms of Change has many advantages

What does it mean to be certified?

- The rights to use and to communicate the concept to customers, employees and to other stakeholders.
- Access to the unique analytical instruments and educational tools.
- Access to the world's largest community of experienced and certified users of the Four Rooms of Change – experienced in various environments, contexts and organizations.
- The right to – under specific circumstances – use the Four Rooms of Change trademarks in internal or external marketing, training, consulting, therapy, change management or any other commercial use.
- An unprecedented advantage, to deliver research based cutting edge knowledge and results, compared to any plagiarism or look-alike on the market.
- Access to local, national and international networks of professional users as well as direct access to the source, and to the Four Rooms of Change Foundation.



A learning session during Part I of the 43rd Certification Program that started in March 2011.

What are people saying?

“Why wasn’t I taught this at my university,” exclaimed a research leader recently after learning some important concepts during a Four Rooms of Change workshop – this is a very common reaction.

What does the Four Rooms of Change[®] offer?

- For Management and Owners** It gives you a better view, more effective control of core processes, and directly observable and measurable business results.
- Managers and Leaders** A very efficient and easy to use set of tools for governance, management, monitoring and employee support.
- Employees** Greater understanding of, and participation, in change processes and business development. It brings a language for difficult and complex issues that facilitates accountability and greater meaning and context of the work and support from management. Supports cooperation and builds bridges between different cultures.
- Customers and Stakeholders** The perception of a more professional business partner.
- Staff Functions and Project Leaders** Powerful analytical instruments, tools and methods that contribute to the ability of key people to lead, to manage, and to change the business from within their scope of work.
- For Consultants** Simply an unprecedented concept that strengthens the professional role. Accessibility and versatility adds significant value to the client.

Apart from the direct and obvious competitive advantages that certification provides, it also includes a clear advantage in relations to various look-alikes and plagiarisms that have no access to the unique analytical instruments and pedagogical tools that have been developed over the years in direct collaboration with many local and global companies, their consultants, A&L Partners AB and Claes Janssen.

Trademark Protection

By becoming certified or having a corporate license, you may use the concept including trademarks, in your current business. The trademark protection strengthens the interest of every serious user.

Originator and Immaterial Rights



Claes Janssen, psychologist, researcher and author, attracted international attention for his research on individual and collective self-censorship. Based on the research results Janssen, in collaboration with A&L Partners AB, have developed a series of very practical and user-friendly analytical instruments and tools that help individuals and organizations to improve self-awareness, productivity and change readiness. For 20+ years, A&L Partners AB has collaborated with Janssen to spread knowledge and professional use of the theory, the concept, the analytical instruments and the tools within Sweden and internationally.

To date, the primary focus has been applications for work life. Recently, more applications have emerged, such as schools, classrooms, sports teams, families and diversity. The creation and development of new analytical instruments continues as demands grows at an ever-increasing pace.

The Four Rooms of Change®

– What is it?

The Four Rooms, as it is often called, is considered by many to be the world's most practical and useful psychological theory – not least in business life. With its models, analytical instruments and tools, the concept makes a difference in all enterprises and organizations – immediately and with all stakeholders involved! Thanks to the Four Rooms incredible accessibility, there is no need for complicated implementation procedures or advanced training in several steps. "It just works!" It is based in the pioneering Swedish research and proven experience. Thousands of companies now use the Four Rooms in business – in all industries and across all continents.

<ul style="list-style-type: none">Furniture manufacturersThe armed forcesPharmaceuticalsPublic safetyTelecomMediaEducationElderly CareTransportationMechanical industry... and many more!		<ul style="list-style-type: none">Sweden, Norway, DenmarkEngland, FranceFinland, LatviaAfghanistanHong KongGermanyChinaCroatiaAustraliaNorth America... and many other countries!
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Immediate results and long-term effects

The Four Rooms of Change is a theory – indeed an entire concept, about change and productivity.

It is about life itself, especially about what is happening to you and others in connection with change, crisis, stress, other hardships or renewal.

It is also about productive stability and the real contentment necessary in life. And it is about the necessity of intuition, creativity and routines.

The theory and the concept are based upon the scientifically proven existence of two very distinct perspectives on life – two very different ways of relating to oneself, to others and to the world.

The Four Rooms of Change helps individuals, groups and organizations better understand and to manage themselves in various aspects of Contentment – Self-censorship – Confusion and Inspiration. Central to the concept is the preference to censor and to deny in order to avoid anxiety and worry.

It encourages and facilitates individual and collective responsibility, while adding a solid foundation for both proactive and conscious leadership as a part of committed teamwork.

The challenges become more manageable and thereby less charged.

The combination of the theory and how it is conveyed practically is absolutely unique and extremely accessible – for the sake of simplicity, yet without simplifying.

The Four Rooms of Change helps small and large companies and organizations, local as well as global, to create awareness, strength, courage and direction – in routine activities as well as in crises, shock and trauma.

It works in all kinds of cultures and it has a great bonus: It is also very useful outside of the workplace, actually in all areas of life.

Program Objective

- Certification in the three basic tools

The Introduction to the Four Rooms of Change®

This is a very practical and useful analytical instrument using a pedagogical approach to introducing the theory of the Four Rooms of Change. It is used when working in groups, small, medium, large or very large – with it you are able to work with several hundred people at once. Accessible to all, it provides a common language for things that might otherwise be difficult and challenging to communicate. Working with this instrument increases understanding and acceptance of differences of all kinds.

The Organizational Barometer®

Working with this analytical instrument helps the organization, the individual or the management team to answer the questions: How are we doing? How do we feel about it? What do we want to do about it? Utilizing 40 Questions that measure the climate of a group or organization – in small, medium, large or very large systems. It measures the degree of readiness for change, among other things. The necessary tools to understand the potential deadlocks and to plan for concrete actions are included. Preparation, analysis and real-time processing with all parties present and active, actions are planned and management executed so that the most pressing things can take place immediately – implementation of the results are done with everyone's participation. The effects are very strong and vibrant.

The Personal Dialectics with the Outsider Scale™

For individual development, increased self-awareness and better understanding of one's own and others' preferences and for the consequences of these preferences – the capacity to make informed and realistic choices. Most suitable for work in small groups and individually. Management teams, boards, project and work groups as well as individuals benefit greatly from it.

You will also have a brief introduction to the other analytical instruments and applications within the Four Rooms of Change concept: they include the Team Barometer™, the Life Awareness Index™, the Gender Equality Barometer™ and the LEAN Barometer™. The Four Room of Change in School works for all adults, all students, the leadership – and in the families.

Application of model and instruments

The analytical instruments are diagnostic and scrutinizing. The instruments and working methods support immediate practical application. They can be used at the individual, group and organizational level and in all social systems. The theory bridges geographic, ethnic, cultural, religious, educational and others barriers. The tools are used for example in connection with development and change management, group development, crisis and conflict management, mediation and in leadership development or simply as a climate survey.

An excellent alternative or compliment to anonymous surveys...

The Organizational Barometer and other barometers are excellent and powerful alternatives to various types of surveys. They provide direct results about the business! Also, they can be used to increase the quality and understanding of the information obtained in other employee surveys. The Barometers provide a much faster cycle time from measurement to implementation, secure data with a significantly higher response rate, maximum participation and accountability of the managers and employees and it helps lower costs. Too good to be true? Ask us for references or better yet, try it out yourself!

The Program, 2+2+2 Days

The program consists of three parts. Each part is two days in length over the course of 8 to 10 months. Before Part I, there is an introductory conversation with one of the program managers. To become certified, there are specific requirements for using the tools between Parts I, II, and III. Immediately after Part I, the participants begin to use two of the basic analytical instruments.

Part I

During Part I, we introduce and work specifically with two of the three basic analytical instruments. We work through the theory and how it may be used diagnostically, consultatively and professionally. One session is also used to connect the analytical instruments with “Value-based consultation” in addition to consultation areas, where defense mechanisms, values, human needs and different beliefs in the context of change management are involved and processed. The policy for trademark protection and the protection of intellectual property rights are also reviewed. Time is also assigned to planning the participants’ practical use of the instruments in their own professional practice.

The dates for the Parts II and III are scheduled during Part I.

Part II

During Part II, we deepen our experiences of the Four Rooms through the use of the third analytical instrument in the basic certification program. Part II also opens up for the exchange of experiences between the workshops. Participants and program management share experiences for deepening the learning experience. Discussions of the educational and consultative aspects. Participants plan for the future between the workshops focusing on the practical applications of the theory.

Part III

During Part III we share even more insightful experiences from the professional use of the Four Rooms of Change. We discuss the advancement of the theory, analytical instruments, tools and their integration in the Four Rooms. The history of the Four Rooms and Claes Janssen’s research and development of the concepts is presented and discussed. During this part considerations for certification are discussed and explored. Other analytical instruments in the Four Rooms of Change series are introduced. Information is given on how membership in the User Forum can be used for one’s own professional development and to ensure quality to the end customer.

Who Can Participate?

You who are leading or supporting the development and change management in any kind of business or organization. If you work with social and community development projects such as in schools, elderly care, urban development or community planning. If you want to be able to better cope with individual and collective defense mechanisms. You may be:

- Change Leader, Change agent, Educator, Consultant or Therapist
- Production Manager, Marketing Manager, Principal, CEO, Chairman
- Human Resources Executive, HR Specialist or HR Generalist
- Union Representative
- Project Manager, IT Specialist
- Work Life Expert, Psychologist, Pastor, Aid Worker, Peacekeeper
- Coach or professional support to inventors or entrepreneurs

Certification

Being certified to professionally work with the theory, its analytical instruments and tools related to the Four Rooms of Change is based upon the following steps:

- 1 Completion of Certification Program which means participating in all three parts of the program.
- 2 Practical application in one's own organization or consulting practice between the parts – at least four uses per application, two individual and two groups.
- 3 Evaluation of the experiences of your own use in conjunction with the program management and the other participants.
- 4 Sufficient and necessary theoretical understanding of the theory and its application.

After finishing the certification program, an agreement is made that gives the certified user the option to purchase materials for professional use. The materials are available in a dozen languages. As a certified user, you are also a member of the Four Rooms of Change User Forum, which offers these advantages.

The User Forum

is an active and working network for exchanging experiences and learning with the aim of increasing quality to end customers. Some meetings are free, others have an associated cost. You may also have your resume and a link to your business advertised on the Four Rooms' website. During the certification program the membership fee for the User Forum is included. The price of membership in the User Forum is low and includes at least one "national or international conference" per year. It also includes local and regional meetings arranged on the initiatives of other members. The spreading of the Four Rooms around the world provides opportunities for international perspectives, contacts and collaboration.



The 2010 User Forum. Over 110 participants, users and clients!

Program management

Each certification program is lead by two experienced program leaders.



Bengt Lindström. Organizational development consultant with extensive experience working with the Four Rooms. Established the certification program in Sweden and internationally.



Eva Widegren. Organizational development consultant with long experience working with the Four Rooms of Change. Co-owner of A&L Partners AB.



Drusilla Copeland. Organizational development consultant with extensive experience working with the Four Rooms internationally. Certification Program Manager and consultant in A&L Partners AB.



Paul Nordström. Organizational development consultant with extensive experience working with the Four Rooms in different environments. Works with A&L Partners AB in the certification program and other assignments.



Program Start Dates

2015	January 12-13	Part I, Stockholm, Sweden.	Swedish language.
	March 5-6	Part I, Helsinki, Finland.	Finnish.
	April 13-14	Part I, Melbourne, Australia.	English.
	May 21-22	Part I, Stockholm, Sweden.	English language.
	May 28-29	Part I, Zagreb, Croatia.	English & Croatian.
	June 15-16	Part I, Stockholm, Sweden.	Swedish.
	August 26-28	Four Rooms User Forum.	Stockholm.
	October 22-23	Part I, Stockholm, Sweden.	English language.
November 5-6	Part I, Zagreb, Croatia.	English and Croatian Language.	
2016	January 11-12	Part I, Stockholm, Sweden.	Swedish language.
	February 1-2	Part I, Zagreb, Croatia.	English & Croatian.
	April 18-19	Part I, Melbourne, Australia.	English.
	May 19-20	Part I, Stockholm, Sweden.	English.
	June 20-21	Part I, Stockholm, Sweden.	Swedish.
	October 17-18	Part I, Melbourne, Australia.	English.
	October 20-21	Part I, Stockholm, Sweden.	English language.
	November 2-3	Part I, Zagreb, Croatia.	English & Croatian.
2017	January 9 - 10	Part I, Stockholm, Sweden.	Swedish language.
	February 1 - 2	Part I, Zagreb, Croatia.	English & Croatian.
	April 10-11	Part I, Melbourne, Australia.	English.
	June 20 - 21	Part I, Stockholm, Sweden.	Swedish.
	October 16 - 17	Part I, Melbourne, Australia.	English.
	November 2 - 3	Part I, Zagreb, Croatia.	English & Croatian.

Note! The dates for Part II and III are scheduled together with the participants during Part I.

Price

Prices excluding VAT is EUR 4.950. The price includes all three parts, course materials, meals, documentation and the User Forum fee during the Certification Program. Cost for lodging is extra. For customized in-house program, contact us



Registration and further information

Registration to: info@andolin.com. **Additional information:** + 46 8 677 00 30.

