

# ACUMEN® Leadership WorkStyles™ (LWS)



The ACUMEN® Leadership WorkStyles™ (LWS) Accreditation Program provides participants with a foundation of knowledge and skills that enables them to confidently and effectively administer, interpret, and debrief LWS results. As such, the program benefits both the accredited consultant and his/her clients.

Accreditation in LWS is required before materials can be purchased and used. Participants have up to six months to complete the program and become accredited. The accreditation process consists of four major components:

## 1. WorkStyles Workshop

In this two-day workshop, participants will learn from both Human Synergistics facilitators and experienced practitioners about how to administer, interpret, and debrief LWS. Learning methods include a combination of lecture, case study, individual and group work, handouts, and homework. Participants will also receive a number of worksheets and slide presentations that they can use in administering and debriefing their LWS projects.

## 2. Accreditation Exam

This in-class exam is completed during the last day of the WorkStyles Workshop. It is designed to increase participants' knowledge and skills by providing them with developmental feedback on their analysis and interpretation of LWS results.

## 3. Accreditation Project

Included in the program registration fee is one LWS kit that participants can use for accreditation purposes. The accreditation projects give participants the opportunity to gain hands-on experience administering, interpreting, and debriefing their own LWS projects. This component must be completed within six months of attending the WorkStyles Workshop.

## 4. Debrief Webinar

In this two-hour webinar, participants will be given the opportunity to share the results and outcomes of their project and receive feedback from other participants and HS facilitators. This component must be completed within six months of attending the WorkStyles Workshop.

Please note that Human Synergistics accredits individual consultants and trainers, rather than client organizations and consulting firms, in the use of LWS. Thus, the individual (rather than his/her organization) retains the accreditation and right to purchase and debrief LWS in the event that he or she moves on to another employer or private practice. Additionally, all consultants and trainers within an organization who will be debriefing LWS must be accredited directly by Human Synergistics. Accredited consultants are not certified to train others in the use of the assessments or to purchase LWS on behalf of others who have not successfully completed Human Synergistics' Accreditation Program. Human Synergistics reserves the right to require additional training in the event of substantive changes to the product or underlying knowledge base.