



The *Life Styles Inventory™ with Item-Level Feedback* (LSI ILF) and *ACUMEN® Leadership WorkStyles™* (LWS). Accreditation Programme provides participants with a foundation of knowledge and skills that enables them to confidently and effectively administer, interpret, and debrief LSI ILF results. As such, the programme benefits both the accredited consultant and his/her clients.

Accreditation in LSI ILF is required for new users before this feedback report and the new LSI Composite Report can be purchased and used. Participants have up to six months to complete the programme and become accredited. The accreditation process consists of four major components:

1. Styles Workshop

In this 4-session virtual workshop, participants will learn from both Human Synergestics facilitators and experienced practitioners. Session 1-3 will cover how to administer, interpret, and debrief LSI ILF. Session 4 will cover ACUMEN® Leadership WorkStyles™ (LWS). Learning methods include a combination of webinars, one on one coaching sessions, quizzes, 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 LSI ILF projects.

2. Personal Coaching Session

As part of the Styles accreditation workshop, you will receive objective feedback on your thinking and behaviour styles through an assessment called the Life Styles Inventory™ Item Level Feedback (LSI ILF). The LSI ILF enables you to compare your self-assessment with composite feedback from individuals you select. The LSI ILF will be administered online and scored by Human Synergestics. Your LSI ILF will form an integral part of the programme and you will receive your report during the workshop itself.

3. Accreditation Exam

This post-workshop exam is completed within two weeks of the Styles Workshop. It is designed to increase participants' knowledge and skills by providing them with developmental feedback on their analysis and interpretation of LSI ILF results.

4. Accreditation Project

Included in the programme registration fee is either one LSI ILF kit, or one LWS kit that participants can use for first project. The accreditation projects give participants the opportunity to gain hands-on experience administering, interpreting, and debriefing their own projects. This component must be completed within six months of attending the Styles Workshop, and credits will expire after 6 months.

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

In addition to in- class time, you will also be asked to complete activities after each workshop session. We highly recommend that when scheduling time for each workshop session, you also schedule time to prepare for each session. The below table outlines the approximate time commitments for the entire accreditation. The below timetable outlines the time commitments during steps 1- 3 of the programme outline.

Workshop Sessions	26.5 hrs 2 sessions x 8 hrs 1 session x 6 hrs 1 session x 4.5 hrs
Self Study (Pre- course prep, Homework, Post- course assessment)	8 - 10 hours (4 activities x 1- 4 hrs)
Personal Debrief Life Styles Inventory™	1 hour
Optional online Tutorials (Informal check in/coffee break with the team & fellow delegates to share any questions from your the course and self study)	Up to 1 hour (2 x 30 mins)

N.B. Homework times are general guidelines and will vary based upon your individual preparation