

Internal RGB Certified Practitioner Agreement

This agreement is a functional form rather than a legal one used to clarify the relationship between practitioners and mentors representing *QWLC* or other authorized providers.

1. *QWLC* and Practitioner Relationship. Internal Practitioners primarily operate as an employee within a specific client organization. The training they receive, however, unless curtailed by their employer, is supported by this agreement regardless of those for whom they choose to serve. *QWLC* seeks to maintain a quality relationship with Practitioners and their employers at all times.

2. Initial RGB Foundational Workshop(s) - Required Demonstration. *QWLC* will engage the workforce in one or more Foundational Workshop(s) with Certification candidates included as participants for the purpose of providing a live demonstration. This event begins the three-phase approach to certification. Each candidate to be certified will, when ready, repeat this demonstration as a practicum by filling the Lead role.

3. Practitioner Responsibilities and Pace. Practitioner candidates will complete reading and related online study before engaging in mentoring activities unless guidance is required to initiate those activities. This includes study of the RGB Foundational Workshop Workbook, YouTube videos that illustrate workshop routines, as well as other online references to include examinations (required or optional self examinations). Specific details are provided online at the *RGB FastTrack Certification* page (http://www.ltodi.com/rgb_fasttrack_certification.htm). A reasonable pace will be maintained until learning and demonstration goals are accomplished.

4. Practitioner Library. The RGB Foundational Workshop Workbook will be provided to each practitioner candidate upon enrollment at the current price as specified online (http://www.ltodi.com/2011_-_Pricing_Schedule.pdf). Each Practitioner is expected to obtain any additional library or related items for his or her own library as the situation demands. Revisions to all materials will be made from time to time and Practitioners will be notified by periodic announcements so that downloads for current materials can be maintained. Revisions are made available at no charge. More comprehensive Library items may be purchased online as and if needed. Unless otherwise specified by this or related agreement, Practitioners are expected to operate somewhat independently from *QWLC* while remaining engaged in fundamental network dialog.

5. Ancillary Services. The following services may be provided by *QWLC* to the Practitioners at a charge established as mutually acceptable: online submission, archival routines, instrument processing, color printing, laminating, and guest presentations.

6. Mentorship. Mentoring sessions between Joe and Elizabeth Lacroix and the Practitioner(s) constitute preparation for specific events or themes identified in the RGB Progressive Design Matrix and listed below. Mentoring visits may be telephonic, Skype video, face-to-face or through text. Mentoring is not considered a replacement for the learning identified in the online

FastTrack one-page outline. Mentoring is provided to clarify learning and provide guidance as to specific applications/services within the context of the listed events/themes.

Phone: (757) 880-9430 during 9:00AM to 5:00PM business hours Monday through Friday or at reasonable extended hours when the situation merits. Every accommodation will be made to schedule visits/meetings at a mutually agreeable time and place.

A Mentoring session may be requested by anyone, but the primary responsibility will be with the Practitioner candidate.

7. Events and Themes of Engagement. The following are the most popular Events and Themes for which RGB Technologies are most effective to achieve optimum workforce capacity.

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|---|--|
| <input type="checkbox"/> RGB Foundational Workshop | <input type="checkbox"/> Matching Tasks with Talent |
| <input type="checkbox"/> Transition Services | <input type="checkbox"/> Retreat or Meeting Facilitation |
| <input type="checkbox"/> 10-Stage Change Management | <input type="checkbox"/> Best Practice Adoption |
| <input type="checkbox"/> Learning Organization | <input type="checkbox"/> Team Development or Diversity |
| <input type="checkbox"/> Planning and Plan Implementation | <input type="checkbox"/> Other: _____ |

8. Optional Materials and Equipment Availability. Some materials and equipment are a branded part of the RGB Foundational Workshop and recommended for acquisition.

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|--|---|
| <input type="checkbox"/> SPOONS Kits | <input type="checkbox"/> RGB Bead Sets |
| <input type="checkbox"/> GEMS | <input type="checkbox"/> Mr. Sketch Marker Sets |
| <input type="checkbox"/> Incidental "Prizes" | <input type="checkbox"/> Other: _____ |

9. CapacityWare™ Software and Data Handling. *CapacityWare™ Software* will be installed on the Practitioner candidate's computer at no additional charge. A secure Organization Private Page will be accessible through this software at all times and contain information about the **QWLC** Practitioner's Organization relationship. The data handling (transfer) requirements will be a negotiated option. Of particular interest will be names, demographics, and information pertaining to themes. Instrument processing counters are charged at a published rate. The use of *CapacityWare™ Software* is likely to involve the IT Department of any organization and should be sought as soon as reasonable in the initiative.

10. Evaluation Routines. Typically, **QWLC** favors evaluations completed at the conclusion of RGB Events at a minimum. Normally, periodic meetings are scheduled specifically for the purpose of reviewing Event and related evaluations to determine improvements that will increase the capacity of the relationship between **QWLC**, RGB Practitioners (and practitioner candidates), and practitioner organizations.