

## ***RGB FastTrack Certification Considerations***

**1. Lifestyle.** Not everyone is cut out to engage in RGB activities once Certification is complete. There are times when the work is taxing, although it has definite intrinsic rewards. It is very-much the equivalent of being self employed, the work is rarely steady, yet there are periods where one event will follow another with little time to take a deep breath. It is difficult work to do alone. A seasoned and well prepared “partner” is a definite advantage. The work has the potential of calling on a complete bank of skills since you will often have to perform tasks that range from (as a metaphor - food service ) from ordering the ingredients, to preparing the meals, to acting as the restaurant manager, bussing the tables, seating people to their satisfaction, charging the “right” price to keep your customers happy, and continuously prioritizing what you do to accommodate those who would like you to work for them for far less than most people would be willing to do.

Not There 0 1 2 3 4 5 6 7 8 9 In Synch

**2. Cash Flow Considerations.** Being an RGB Practitioner is both feast and famine. Some workshops are done purely on speculation - that is in the hopes that paid work will result. Other workshops are highly lucrative. Getting the work to level out in an even delivery is nearly an art-form, but it is possible with some experience. To begin the work may require an additional source of income. Anyone with a baseline of revenue can more easily add business to that baseline. To start out from scratch is difficult.

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**3. IT Savvy.** Unless you are supported by *QWLC*, a workable understanding of computers and programs is essential. *CapacityWare™ Software* is a pretty sophisticated program that supports RGB but it requires the Windows Office Suite for support. You won’t have to be an IT professional, but you will have to know your way around Windows with more than a casual exposure.

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**4. Marketing Circles.** There are both passive and active marketing efforts that are ongoing by *QWLC* to promote the use of the technology and those who are certified to practice this technology. But to begin the work by getting some experience will likely require “circles” that are willing to provide you the entre. It is recommended that a realistic list of potential users be created and a plan set in motion to tap into those circles. This may require little or no money-making opportunities while you gain experience. As your reputation grows, so will your ability to demand reasonable fees. The RGB is normally the foundational service upon which more lucrative work might be expected.

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**5. Pre-Event Planning.** RGB Practitioners need to bring many potential resources together to achieve a “wow” success. Like that restaurant owner we mentioned above, every event has a LEAD that is responsible for everything that happens or fails to happen. There are checklists available and an abundance of extended materials, but to expect even these comprehensive checklists to cover all contingencies is unrealistic. RGB Certified Practitioners must learn to think about how the client/customer will consider an event successful and adjust to those standards if they want to enjoy a sterling reputation and get additional business from every event. Date, time, place, and people is just the beginning. Know what resources are available and what resources may have to be produced is also critical. A high level of empathy - from the client/participant point-of-view will often make the difference between “ho hum” and the “wow” we are all wanting to achieve.

Not There 0 1 2 3 4 5 6 7 8 9 In Synch

**6. Pre-Event Production.** There is a period that may begin weeks before the RGB Workshop event during which the planning produces a real and tangible product/service mix that leads to success. The event routines must be imagined repeatedly under various scenarios; materials must be reviewed, modified, and produced to meet the expected demand; and normally, purchases in the form of token awards are recommended that match the group for whom the event is being produced. Production may also entail a reasonable packaging and loading of everything needed to be transported to the site at which the event will be staged.

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**7. Transition IN.** Upon arrival at the event site, the Practitioner must touch base with the sponsor/client to be certain that planned arrangements are on track. The space must be occupied before any materials are moved into the facility. Do not expect that promises made concerning the facility will be kept. The sponsor/client or the point-of-contact is very likely not going to be responsive beforehand to the specification you may have provided. Be prepared to do your own set - that mans moving furniture into the configuration you desire BEFORE you unload and place the materials you bring with you. Try to alot enough time (and energy) to have this rigorous requirement completed about 45 to 30 minutes before “show time.”

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**8. Conduct of the Event.** Conducting the Event is often the least difficult part once the Practitioner becomes certified. There becomes a unique “rhythm” for each practitioner that is theirs alone. The Certification process mandates that the design be conducted to a rigid format to assure continuity if that becomes necessary, but after Certification is complete, that format can be modified. Learning the required Certification format includes abundant resources: a

memory of the RGB Workshop attended by the candidate, the Workshop Workbook, Online resources that include materials, video illustrations of the workshop components, and a wide range of both self and required online examinations. This process is also augmented by an experienced mentor selected by the candidate.

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**9. Transition OUT.** At the completion of the Workshop, all materials and equipment must be packed and reloaded or discarded. Any and all equipment brought must be removed, and the facility must be left as it was found (or better).

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**10. Event Follow-through.** When the event is complete, whatever follow-through activity required must be completed in a timely manner. Although a checklist is available, follow-through actions are often determined by the promises made to participants before, during and after the event itself.

Not Ready 0 1 2 3 4 5 6 7 8 9 Ready

## Summary

Many Practitioners will want to stick to the basic two-hour workshop format and there is nothing wrong with this. It is fun and insightful for all participants. It is not unusual, however, for the RGB Foundational Workshop to become a gateway event into more difficult and challenging as well as more lucrative work. In any event, the RGB FastTrack Certification process is the beginning of what can be a simple and satisfying endeavor or the launch pad for an exciting career as an organization developer. The path and limits are varied and all up to the individual.