

# Impact Accreditation Process



The Impact Accreditation Program provides participants with a foundation of knowledge and skills that enables them to confidently and effectively administer, interpret, and debrief *Leadership/Impact*<sup>®</sup> (L/I) and *Management/Impact*<sup>®</sup> (M/I) results. As such, the program benefits both the accredited consultant and his/her clients.

Accreditation in L/I and M/I is required before these products can be purchased or used. Participants have 30 days to complete the program and become accredited in both tools. The accreditation process consists of two major components:

## 1. Impact Workshop

In this 2.5-day workshop, participants will learn from experienced Human Synergistics facilitators about how to administer, interpret, and debrief L/I and M/I. Learning methods include a combination of lecture, case study, individual and group work, handouts, and homework. Participants will also receive worksheets and slide presentations that they can use in administering and debriefing their Impact projects.

## 2. Accreditation Exam

This written exam must be completed within 15 business days of attending the Impact Workshop. It is designed to develop participants' knowledge and skills by providing them with developmental feedback on their understanding of L/I and M/I and their interpretation of M/I and L/I results.

## Introductory Project

Included in the program registration fee are one L/I kit and one M/I kit that participants can use for their introductory projects. These projects give participants the opportunity to gain hands-on experience administering, interpreting, and debriefing their own L/I and M/I projects. This component must be completed and these kits used within six months of attending the Impact Workshop. You may begin this project prior to the workshop or immediately after if you would like to utilize the results for your accreditation exam.

Please note that Human Synergistics accredits individual consultants and trainers, rather than client organizations and consulting firms, in the use of L/I and M/I. Thus, the individual (rather than his/her organization) retains the accreditation and right to purchase and debrief L/I and M/I 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 L/I or M/I must be accredited directly by Human Synergistics. Accredited consultants are not certified to train others in the use of the assessments or to purchase L/I or M/I 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.