



Transforming Workplace Drama with the **Power of TED***

The 3 Vital Questions[®] Trainer Certification

"What's Going on Around Here?"

Interpersonal conflicts. Gossip. Infighting. Siloed behavior. Enemies and allies. Excessive meetings. Meetings before the meeting. Meetings after the meeting. Defensiveness. Sarcasm. Doing just enough work to not get fired. People bringing their worst to work.

These are the symptoms of Workplace Drama.

But life at work doesn't have to be this way. Deeply asking and answering the three vital questions will transform your workplace and create healthy teams and empowered leaders.

Do You Feel Called to Transform Workplace Drama?

Becoming a Certified 3 Vital Questions (3VQ) Trainer will prepare you to serve your clients and customers – whether internal or external – in learning the 3VQs and applying them in their work and lives.

The people you serve will be empowered to focus on desired outcomes rather than problems and avoid getting caught in the Dreaded Drama Triangle (DDT) that so often sabotages our success in the workplace and in our lives.

Based on David Emerald's book, *3 Vital Questions: Transforming Workplace Drama*, this training "transcends and includes" the frameworks, tools and practices introduced in his bestselling book on TED* (*The Empowerment Dynamic)[®].

You will be certified to take the 3VQs into the classroom, meeting room, and in working with individuals, teams and organizations. You will support their development in adopting a Creator Orientation, enhance their capabilities as Creator, Challenger and Coach, and to plan for, and take, the Baby Step actions that serve their creating and achieving results.

Program Outcomes

This 3-day intensive and highly experiential Certification workshop will prepare you to be able to:

- meaningfully improve the human dynamics of relationships, teams, and your organization;
- powerfully facilitate 3VQ programs within your organization, in client organizations, and in your consulting and/or coaching work;
- utilize the "3VQ Participants Guidebook" in conjunction with your "3VQ Facilitator's Manual;"
- proudly represent yourself as a 3 Vital Questions Certified Trainer; and
- continue your growth and application of the 3VQs as a member of a worldwide learning community of fellow certified 3VQ Trainers through monthly community-led learning calls.



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Materials and Support

- 3VQ Facilitator's Materials: Facilitator Manual with section-by-section presentation notes and suggestions; program PowerPoint slides; and "Catchphrase" card deck;
- 3VQ Participant Materials: Participant Guidebook; 3VQ "Shift-Kit" of learning aide cards and other support materials; and *3 Vital Questions: Transforming Workplace Drama* and/or *The Power of TED* (*The Empowerment Dynamic)* books (purchased separately);
- Monthly Learning Community calls to support your continued development; and
- Access to Master Trainers to support you as you integrate the 3VQs into your service offerings.

Requirements for Certification

This Train-the-Trainer workshop is for internal and external consultants and coaches, learning & development professionals, organizational leaders, project managers, organizational development consultants, process and culture experts.

Prerequisites include:

- Prior training, facilitation and/or coaching experience;
- Reading *3 Vital Questions: Transforming Workplace Drama* and/or *The Power of TED* (*The Empowerment Dynamic)*; and
- Completion of either the 2-day "3VQ Deeper Dive" or the 8-Module "3 Vital Questions: Applying the Power of TED* to Work and Life" online e-course.

Registration and Renewal Fees:

- \$2500 USD for new Certified Facilitators

The program fees include all 3VQ facilitation materials and support.

Travel, lodging, and meals are in addition to the program registration fees and are the responsibility of the participant.

There will be an annual \$250 3VQ Certified Trainer renewal fee beginning the year after certification to continue to benefit from the community of practice and any upgrades or additions to materials.

Certified Trainers are qualified to purchase 3VQ Participant Materials, which are required for each 3VQ training program participant

Next Steps

Contact Donna Zajonc, Director of Learning and Practitioner Services for questions and interview. 206-595-3456 or Donna@powerofted.com