



Thank you for your interest in becoming a Kirkpatrick certified facilitator.

#### **Our Philosophy on Outside Facilitators**

Kirkpatrick Partners does not actively recruit facilitators to teach our programs. The facilitators on our team are hand-selected based on our professional experience with them. These relationships typically arise from past work together, public program participation, and work in the field of training evaluation they have shared with us. All Kirkpatrick facilitators are independent contractors.

Regardless of credentials, we do not certify facilitators we have not met and worked with personally. A good way to get to know us is to attend a public certification program facilitated by Jim or Wendy Kirkpatrick.

#### **Other Criteria We Consider**

When a potential certified facilitator candidate is identified, here are other criteria we consider.

The candidate possesses most or all of the following:

- Education in a training or business related discipline
- Work experience in a training or business field that provides anecdotes and examples that can be incorporated into training programs and Kirkpatrick resources
- Deep understanding of the New World Kirkpatrick Model and training evaluation methodology
- Excellent facilitation skills, and related references
- Coachable, and embodies the learner-centered Kirkpatrick teaching style
- High degree of emotional intelligence; excellent interpersonal skills
- Attitude of service; genuine desire to help others
- Strong belief that the Kirkpatrick Model helps professionals and organizations to succeed
- Willingness to invest time to contribute content to Kirkpatrick Community, build awareness for Kirkpatrick products and programs, and build own reputation as a training evaluation expert
- No conflicts of interest or personal agendas

We are looking for more than a “trainer”. We only accept accomplished consultants that bring their own experiences to our programs. We are looking for a few people who will represent Kirkpatrick Partners in our learner-centered style, and with the same degree of care, professionalism and passion as the Kirkpatricks themselves.