

SPM: ACCREDITATION PROGRAMME

Essentials

Through a three-day taught module, independent learning, and a one-day assessment, participants develop the competence to use SPM to a professional standard.

At the end of the programme participants are able to:

1. Interpret SPM individual profiles and provide feedback.
2. Identify work values and behaviours that are significant for the development of teams through SPM team profiling.
3. Assess organisational cultures through SPM organisational culture profiling.
4. Explore intercultural issues as they affect individuals, teams and organisations.

SPM Vision

The Spony Profiling Model (SPM) provides a unique, integrative framework to help people become more self-aware in the context of work. SPM also helps individuals to better anticipate the cultural differences that they might encounter in various international settings, in team working and in the context of organisational culture change.

By becoming accredited to use the SPM, participants learn how to help others to benefit from individual and cultural differences rather than be frustrated by them. Participants learn to support others in channelling their energy to improve efficiency through cooperation and better working relationships, rather than to waste their energy fighting conflicts or misunderstandings.

Pre- programme requirements

It is preferred that prospective participants have experience of coaching and/or delivering management development programmes. Experience of other profiling tools would also be an advantage.

Prior to the start of the programme participants need to:

- Complete their own SPM profile (this includes completing a work value questionnaire and requesting three colleagues to complete a communication style questionnaire).
- Receive personal feedback on their SPM profile by an accredited SPM Consultant.
- Identify three individuals willing to be 'case-studies' (they will need to complete their SPM profile and will receive feedback by the participant after the taught part of the accreditation programme).
- Become familiar with pre-reading provided upon registration.

The three-day taught module

The three-day taught module includes both theory and practice. It is participatory in style and is grounded in working practice. Participants themselves will be encouraged to link learning to working practice.

Participants will start by deepening their self-awareness by exploring the results of their own profiles. Once they become more familiar with SPM, they will begin to explore how other people think, feel and behave by learning to interpret the profile of other participants on the module. Participants are then led to explore how values vary across countries, taking them to the point at

which they are ready to contemplate working with internal or external clients, at both the individual and team level, albeit with the security of a mentor with whom they can discuss difficult cases.

As participants progress through the module, they will learn to interpret case studies of individual profiles at increasing depth, moving from a straightforward description to assembling an integrated picture that draws on nuances and explains complexities. Building on a thorough understanding of individual profiling, the participants will then work on examples of organisational culture profiling, thus opening up the way for linking individual and team development with organisational development.

Three case-studies

At the end of the taught module, participants are ready to start analysing and provide feedback to the three case-studies whom they chose as part of the pre-programme requirements. These case-studies - work colleagues or acquaintances who are prepared to act as 'guinea pigs' to help the participants gain confidence and become proficient in giving feedback – play an essential part in the learning process. Indeed, it is expected that a serious deepening of learning occurs at this stage.

After the completion of each case-study, there will be an opportunity to discuss any challenges or difficulties encountered with a mentor. Each case study will also be contacted to ensure that the feedback session went well and that minimum standards were adhered to.

After the three case-studies are complete, participants are ready for the formal assessment.

Assessment

The formal assessment includes a written test on the general principles underpinning SPM and a live case-study. For the latter, participants are given the SPM charts of one individual. They have one hour to prepare their feedback. An independent assessor then observes the feedback session with the individual. Satisfactory assessment leads to accreditation as an SPM Consultant.

Please note that Accreditation is for individuals not companies. Therefore it is with those individuals that an SPM professional relationship is maintained, whatever the commercial relationship with any employer.

Contact

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