

# Leadership/Impact® (L/I) and Management/Impact® (M/I)



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

For those who have not yet used L/I and M/I, accreditation is required before these products can be purchased and debriefed. Participants have up to six months to complete the program and become accredited in both tools. The accreditation process consists of four major components:

## 1. Impact Workshop

In this 2.5-day workshop, participants will learn from both Human Synergistics facilitators and experienced practitioners 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 L/I and M/I projects.

## 2. Accreditation Exam

This in-class exam is completed during the last day of 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.

## 3. Accreditation Project

Included in the program registration fee are one L/I kit and one M/I kit that participants can use for accreditation purposes. The accreditation project gives 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 within six months of attending the Impact Workshop.

## 4. Debrief Webinar

In this two-hour webinar, participants will be given the opportunity to share the results and outcomes of an L/I or M/I project that they have debriefed and receive feedback on it. This component must be completed within six months of attending the Impact Workshop.

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.