

Invitation to Join Our Global Change Facilitation Associates Network

CFAN 2008

We invite you to join the global associates program of Change Facilitation Associates Network (CFAN) and to foster your professionalism, network and also business as a change management consultant and trainer. So far, about 50 experts and companies from all over the world has decided to combine forces and form an international network that will change the business.

Change Facilitation Associates Network (CFAN) is a not for profit professional association created by its members to provide professional support to its members in any form stipulated by its BY-LAWS. The network was created in 2005 and operated until March 2008 under Change Facilitation s.r.o. (Ltd.) which is an international training and consulting company with headquarters in Bratislava, Slovakia and branch offices in different parts of the world. The CFAN office is also located in

Bratislava, Slovak Republic and the association is registered there.

The web pages related to both partner organisations Change Facilitation a.s. and Change Facilitation Associates Network (CFAN) are

<http://www.change-facilitation.org>
<http://www.change-management-blog.com>
<http://www.change-management-toolbook.com>

We are a dynamic group of professionals experienced in facilitating change projects worldwide. Our core competencies are:

- Management of large change projects such as mergers and restructuring of organizations
- Human resource strategies
- Organizational development
- Scenario design
- Visions, mission statements and values
- Supporting systems of corporate governance
- Strategy development and communication
- Change Management training
- Cultural change of organizations
- External and internal marketing of change processes
- Facilitation of large stakeholder processes
- Rural, urban and regional development
- Democratic change in societies
- Coaching

Read about our identity and values. Find out about our associate profile, the advantages of being an associate consultant, facilitator or trainer, and how you can join us.

Identity

We are a global organization of facilitators, consultants, coaches and trainers.

We work with individuals, teams, public and private organizations, communities, societies and governments.

We explore, create and celebrate change.

Our work together rests on three pillars: Learning, Earning and Serving.

We operationalizethis basic structure, by

- sharing information and experiences between our members, partens and our

- clients with a view to enhancing the knowledge and skills of all,
- establishing quality standards for the facilitation of change processes,
- undertaking research and development on change facilitation approaches and processes,
- creating sustainable working relationships between our associates and with our international clients, and
- creating and supporting initiatives that strive to improve equity, justice, and sustainable development for all.

These are the impacts of our work:

- our associates expand their business and their experience beyond their institutional, regional and national boundaries, towards international and global challenges, and
- we make the world a better place by introducing and refining change facilitation processes within social systems.

We create business improvement environment for our members by:

- creating a strong, internationally recognized brand,
- facilitating joint work on projects for our international clients in cooperation with Change Facilitation s.r.o., and
- marketing of the diverse services that are offered by our members.

We enhance our skills by

- defining the core competencies of a Change Facilitator, and striving
- organizing virtual and face-to-face learning events pertinent to Change Facilitation, and establishing and maintaining a knowledge database dealing with the theory and practice of Change Facilitation, clients and trends in our discipline.

Values

Value Creation

We add value to an organization by bringing innovative practices and an outside perspective, creating results greater than if the effort had been undertaken on its own.

We will deliver what we promise and seek to exceed clients' expectations.

We will only take on work that we have the necessary competence to deliver.

Integrity

We value and strive to optimize transparency and honesty, honor our commitments, and are morally and ethically compelled to do what is best for our client.

Partnership

We value and respect our clients' knowledge and experience, partnering with them to create customized, sustainable solutions.

Responsibility

We believe in the value of self-determination and responsibility of each individual, group, and organization to create a desired future, and strive to facilitate agreement upon expectations and commitments, as well as the development of competencies to fulfil them and processes needed to sustain them.

Passion

We are passionate about working with our clients to create a better world and strive to share that passion with our clients.

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We serve the world by

- facilitating people-focused sustainable development,
- contributing our knowledge, skills, expertise, experience and our
- energy, and
- offering some of our services on pro bono basis.

All of this is enabled by structures and processes which attempt to provide flexibility and stability within an inherently unstable global community. Currently, the main elements of this structure are

- the network of associates that interact independently from a central core,
- Board of Association:

Tanja Vermeer: President	Gatherings and Alliances
Jonathan Wilson: Vice president	Finance and Legal affairs
Annika Ranta: Board Member	Communication and Virtual Work
David Johnston: Board Member	Associates and link-pin to CF s.r.o.
Dennis Morbin: Board Member	Secretary, Diversity, Nature and Spirituality
Victoria Sherwood: Board Member	Marketing and Strategy
- Supervisory Board:

Pascal Vanden Bossche (Belgium)	Strategic and Financial Matters
Marilise Smit (South Africa)	Legal Affairs.
- a service office in Bratislava,
- the annual assembly of the associates (Global Gathering),
- and a limited company (Change Facilitation s.r.o.) as a business structure,

Our Business Objective

Using our unique coalition with Change Facilitation s.r.o. - to be the leading global network of consultants and trainers specialized in the facilitation of complex and global change processes. Only CFAN associates have the right to buy shares in the company.

Strategy and Structure

With our headquarters in Bratislava, our associates are worldwide and the number is still growing. Associates are able to draw from the entire network for building international teams.

The headquarters in Bratislava involves associates in possible tenders and quotations for international projects, and also support associates in finding the right match for their assignments.

Eventually, between one and four associates will co-operate with us in each country, depending on the size of the country. In countries like the US or India we are looking for up to four associates, while in the smaller European or African countries we will have only one associated partner. We are looking at a final number of associates, which will be between 60 and 80 in at least 40 countries. At a later point, the number of associates per country may increase to cover different sectors (e.g., industry, charities, government, etc.). This decision will be made together with our associates.

Associates might be individuals, consulting companies, or other institutions (e.g., colleges or research institutes). We are looking for more partners who are currently working as consultants, trainers, advisors or facilitators. We follow a model described by Dee Hock ("Birth of the Chaordic Age"), the founder of VISA: Associates agree on a small set of values, principles and rules. From there, they will manage independently. Values, principles and rules will be updated at yearly meetings if appropriate.

Advantages of Being CFAN member

- Association with a global brand that stands for high quality service in the field of Change Management coaching, consulting and training.
- Sole representative or one of maximum four representatives of CFAN in a country
- Support to finding partners for complex projects; support for concepts and tender documents
- Inclusion in international teams working on complex change management assignments through our association with Change Facilitation s.r.o.
- Presentation of associates' businesses in the world's leading website on Change Management: www.change-management-toolbook.com. Our website will list all our associates, sorted by continent and country, with contact details, photos, specializations and links to their own websites
- Presentation of associates' businesses in the Change Management Newsletter
- Choice of direct or indirect contact between associates

- Networking with international research institutes
- Opportunity to advertise training courses or other products on our website and in our newsletter
- Opportunity to publish training courses in our global training program and translation of training modules into different languages
- Annual invitation to global or regional associate meetings that support a mutual learning process on Change Management approaches
- Continuous opportunities to upgrade skills through our Intranet and exclusive training courses; access to a database on Change Management
- Access to advanced training material of network partners
- Reduced rates for all training courses and other products offered by Change Facilitation s.r.o. and the other associates
- Associates who are already working as business coaches will be included in our global coaching network. We will support the rest of our associates to become business coaches. The global coaching network offers multinational companies access to a worldwide network of coaches
- Templates of the brand name and logo for use in your stationary
- A high quality presentation brochure on the common goals and objectives of The presentations can be labeled with individual associates' contact details and multiple references of all associates.
- Right to becoming a shareholder and co-owner of Change Facilitation s.r.o. – A Global Partner Who Makes Change Happen in Complex Environments

Fees

These are the fees we will charge for membership.

Membership (initially) Euro 2,000

Annual membership fee (from 2nd year) Euro 500

Membership fees include all benefits that are described above.

Associate Profile

Associates should meet all of the following criteria:

- Experience as consultant, trainer or facilitator for a minimum of 5 years
- Advanced training in Change Management, Organizational Development, or one specific school that is related to Change Management, such as Systemic Work, Gestalt, NLP, TA, Group Dynamics, Process Facilitation, etc., or proven experience in the field
- Broad background in application of Change Management methods and approaches
- Connection to a national, regional and/or global network of consultants, trainers and facilitators
- Individuals as well as organizations can become associate
- And of course you should adhere to our values!

We will review all applications carefully and select those fitting the concept of our global network based on selection criteria outlined above.

In April 2009, we will have our 4th Global Gathering.

To apply for our associates program and to register for a network meeting, please send us an email at info@change-facilitation.org, subject "Associates Program". Please attach your CV or company profile, contact details and other material relevant to explain what you are actually doing, as well as a photograph. Please tell us whether you will become an individual or a corporate member.

Please read carefully also our ByLaws enclosed.