



Invitation to Join the Global
Change Facilitation Associates Network
CFAN



Global Network for Exploring, Creating
and Celebrating Change

“Let’s become what we want to teach”



An Invitation

We invite you to join the global Change Facilitation Associates Network. So far, 30 experts and companies from all over the world have decided to combine forces and to form an international network for learning and sharing their knowledge amongst themselves and other change makers in the world.

The essence of the change facilitation associates network for us is:

“Let’s become what we want to teach”

What do we want to teach?

Connectedness, opening up dialogues between people, about: how network organizations work, how to work in global teams and still feel connected, about how to build trust, how to provide energy for moving forward.

So what do we need to become?

What do we need to learn, experience and share ourselves? All of the above, and more: How to organize such learning and how to share it with the rest of the world on a profit (earning) and not for profit basis (serving)?

Our Mission:

CFAN aims to refine and co-create the craft of facilitating organizational and individual change and to share the knowledge with change makers around the world.

Our Vision:

CFAN is a global community of people who explore and advance change facilitation to collectively create profound collaborative change in a profit and non for profit manner. This connects us deeply, both within ourselves and within this changing world.



Why do people join us?

Because...

- ... it is an opportunity to build international partnerships with other associates.
- ... it gives them a great feeling of connectedness.
- ... it is an opportunity to sell and distribute own tools to other associates (and change leaders).
- ... it provides access to tools on Knowledge: articles and discussions on interesting topics.
- ... it gives access to experience: virtual conversations with other change facilitators around the world.
- ... it provides ample opportunities to embrace and celebrate change.
- ... members share knowledge and experience on change facilitation in a profit and not for profit manner.

Our Identity

Our network rests on three pillars: **Learning, Earning and Serving**. We operationalize this basic structure, by

- ... sharing information and experiences between our associates 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 business 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:

- ... Change makers are equipped and feel competent to take responsibility for what they genuinely care about
- ... 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.



Our Value Proposition

We create business for our associates by:

- creating a strong, internationally recognized network,
- facilitating joint work on projects for our international clients, and
- providing possibilities for marketing the diverse services that are offered by our associates.

We enhance our skills by

- defining the core competencies of a Change Facilitator, and striving towards enhancing them in ourselves,
- 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.

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.



Our values

Partnership

- We value and respect each other's knowledge and experience, partnering with each other to create customized, sustainable solutions.

Integrity

- We value and strive to optimise transparency and honesty, honour our commitments, and are morally and ethically compelled to do what is best.

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 the processes needed to sustain them.

Passion

- We are passionate about sharing our knowledge with other change facilitators to create a better world and strive to share that passion with other change makers in organizations and communities.

Value Creation

- We add value to ourselves by continuous learning and to always being curious towards value adding insights.



Why Should You Join?

Let us water your mouth:

- ... Association with a global network that stands for high quality service in the field of Change Management coaching, consulting and training
- ... Support to finding partners for complex projects
- ... Publication of your name and profile on <http://www.change-facilitation.org>
- ... Inclusion in international teams working on complex change management assignments
- ... Presentation of associates' businesses in the world's leading website on Change Management: www.change-management-toolbook.com.
- ... Presentation of associates' businesses in the Digest: the Change Facilitation Associates Network Newsletter
- ... 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 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 CFAN 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 network name and logo for use in your stationary



There Are Strings Attached

Associates should meet the following criteria:

- ... Experience as consultant, trainer or facilitator, or the strong desire to become experienced in these fields
- ... 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. Selection criteria are outlined above.

Fees

Individual fees:

Joining Fee	€ 50
Membership for hard currency countries p.a.	€ 250
Membership for soft currency countries p.a.	€ 150
Student membership p.a.	€ 75

Organizations will pay up to four members (€ 1.000 or € 600 p.a.)
Associates can cancel membership at any time for the year after.

To apply for our associates network and to register for a network meeting, please send an email to our President, Tanja Vermeer, at t.vermeer@feidon.com, subject "CFAN network", or give her a call at +31655853372. 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.



There Is More

Another option to enhance members' business is the link with Change Facilitation s.r.o. (Ltd.), a company that was created in 2005 and which serves as a partner to global organizations, supporting them in complex change processes. Change Facilitation s.r.o. focuses on international cross-border tenders. CFAN associates can also become co-owners of Change Facilitation s.r.o.. The right of buying shares is exclusively reserved for CFAN associates.

Change Facilitation s.r.o., together with their associates, is committed to supporting individuals, teams, project, organizations and communities to identify their needs and potential for positive change and to design and catalyze change processes from within. The company works with individuals, teams, public and private organizations, communities, societies and governments.

The company's approach to change in organizations, communities and projects originates from a systemic perspective. The Consultants and trainers explore all complexities in their assignments. With the intention to support change processes in mind, they focus on people because they know that it is people who will make or break change initiatives.

Change Facilitation s.r.o. helps to devise strategies that harmonize the mission of organizations with the individual objectives of the external and internal stakeholders. The interventions are culturally tailored and context-driven, designed together with the client to respect and meet the specific needs and current stages of development.

Want to know more?

Please visit <http://www.change-facilitation.com> and contact the CEO of Change Facilitation, Holger Nauheimer, at holger@change-facilitation.org, Tel. +491729442982