

# CCA Leaders

## How Strategic and Effective Is Your College and Career Academy Partnership?

- Are stakeholders committed to and supportive of your CCA's MISSION?
- Are all collaborators working toward mission-centric and data-driven SHARED GOALS?
- Do you monitor and report on PARTNERSHIP AND PERFORMANCE?
- Does your governing board seek and reward IMPROVEMENT AND INNOVATION?
- Can you navigate changes in leaders, partners and conditions to SUSTAIN SUCCESS?
- Is your College and Career Academy FUNCTIONING AT ITS BEST?
- Who among the leaders and the key partners is skilled in COLLABORATIVE IMPROVEMENT AND INNOVATION FACILITATION?

GROW YOUR OWN CERTIFIED PERFORMANCE IMPROVEMENT FACILITATORS TO ENSURE YOUR PARTNERSHIP AND SUCCESS ARE TRULY SUSTAINABLE!

Certified Performance Improvement Facilitators specialize in guiding groups and organizations through collaborative initiatives for improved performance and innovation. CPIFs support College and Career Academy partners to define and achieve shared goals. They guide identifying gaps in performance and talent and their causes, implementing solutions and innovations, and prepare students for success in learning, careers, and life. CPIFs also produce value for their organizations by supporting internal improvement and innovation.

2021 The Institute for Performance Improvement and the International Society for Performance Improvement.

# Certified Performance Improvement Facilitators Apply a Proven, Process to Guide Collaborative Improvement.



Analyze and Apply  
Critical Judgment



Plan and Record



Build Capacity



Facilitate Deriving  
Meaning and  
Engagement



Organize and  
Manage Efforts  
and Resources



Demonstrate  
Organizational  
Sensitivity



Focus on  
Systemic Factors



Guide and Focus  
Collaborative  
Improvement



Monitor  
Accountability and  
Adoption



Implement for Sustainability

2021, CPIF Standards

College and Career Academies in Georgia are vital partnerships for ensuring competitive talent for current and future careers. Launching a new academy partnership requires skilled facilitation and coaching to create the agreements, structures, processes, practices and collaboration needed to ensure students are prepared for success in learning, career and life. Sustaining a CCA partnership also requires skilled facilitation of continuous collaborative improvement and innovation to ensure students have the talent employers need, amid changes in marketplaces, workplaces, work and workforces.

The Institute for Performance Improvement and the International Society for Performance Improvement are working together to provide rigorous training and project-based certification for Certified Performance Improvement Facilitators. Those who achieve certification have evidence of their proficiency in guiding the types of collaborative improvement and innovation required for successful, sustainable CCA partnerships.

# Return on Investment in CPIF Training and Certification



## Cost and Cost Recovery

The Performance Improvement Facilitator Certification is a rigorous development program with a project-based, job-embedded certification. The cost, \$5995 for training, coaching and certification, can be recouped in the savings and revenue a CCA initiative supports.



## Certification, Qualification, Expertise

Certified Performance Improvement Facilitators have proven proficiency in the skills and tools to guide collaborative analysis, solution set selection, planning and managing of efforts, fidelity of implementation, and sustainability of efforts and results.



## Organizational Assets

CPIF are assets to their respective organizations, by helping to target and address performance factors, build talent pipelines and increase success rates. These professionals possess and help to build the types of skills employers value such as critical thinking, collaboration across diverse groups and complex communication.



## Enhanced Career Trajectories

CPIF have proven competencies that are in high demand, and short supply according to employers. CPIF help CCA partners model the skills they seek in their talent, as they work together to help prepare students. CPIF use their skills to advance their careers, and apply them to helping their organizations meet their goals.



## Neutral Facilitation

CPIF are committed to using proven processes to guide efforts and agnostic to the solutions those they guide will choose. They are not pre-disposed to solutions or fixes, but facilitate those who must work together to agree on the goal, performance factors and causes, the sets of solutions, and how they will implement them together well.

# Training and Certification



## The PIF-Learning & Performance Journey

- Individuals can apply for acceptance into the training and project-based certification program at <https://tifpiedu.org/the-certified-performance-improvement-facilitator/>
- Individuals may fund their own tuition (\$5995) or have their employer or other sponsor fund their tuition.
- All courses are virtual, synchronous with asynchronous coaching.
- Individuals apply their learning to an improvement project they are guiding, with expert coaching. Participants "work on their work", not "in addition to the their work".
- The entire group also focuses on the factors impacting talent pipelines today and their development, as well as innovative approaches.
- College and Career Academy partner participants work on their shared work, whether launching a partnership, or working to improve their approaches and results.
- CCA partner participants develop skills, adopt processes, and use proven tools to advance performance improvement within their respective organizations.



## CPIF help College and Career Academy Partners Improve and Innovate for Shared Success.

### Ready?

Ready for the Journey to support shared success? See the schedule for the next Journey and complete your application at <https://tifpiedu.org/the-certified-performance-improvement-facilitator/>. For more information contact Deb Page at 678-428-2363 or Deb@TIFPI.org. Teams of College and Career Academy partners are also invited to apply. Each Performance Improvement Facilitator Learning & Performance Journey is limited to 30 participants. Each fully virtual Journey spans four to five months, and classes are offered in the afternoons.

