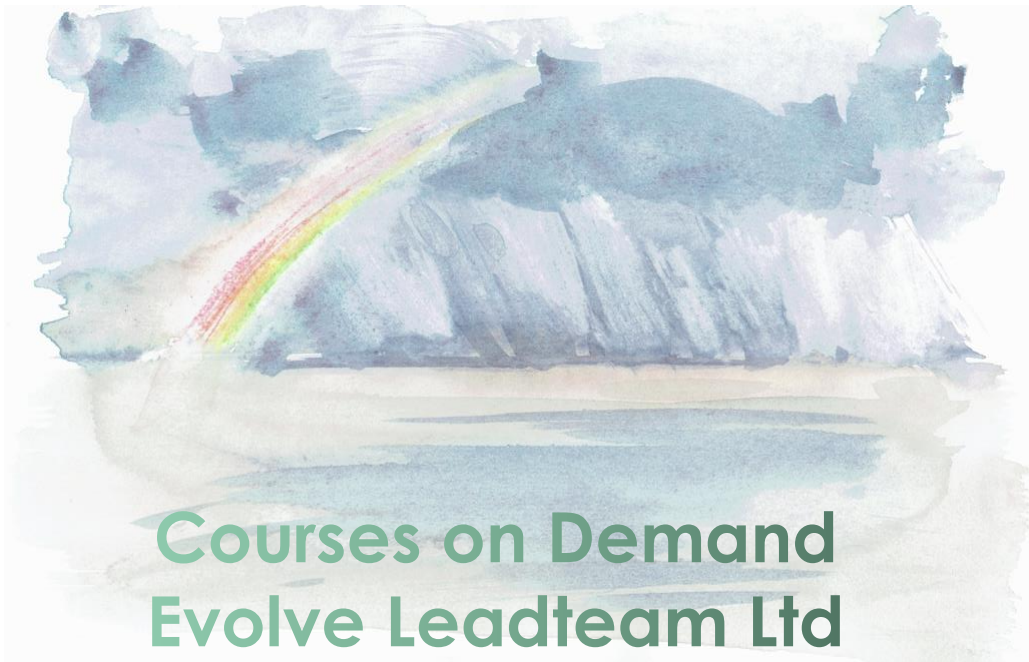


Thinking Environment®



Courses on Demand Evolve Leadteam Ltd

'The quality of everything we do depends on the thinking behind it. The quality of our thinking depends on the way we treat each other.'

Nancy Kline

'Just thinking about leadership will inevitably improve how you lead.'

John Adair

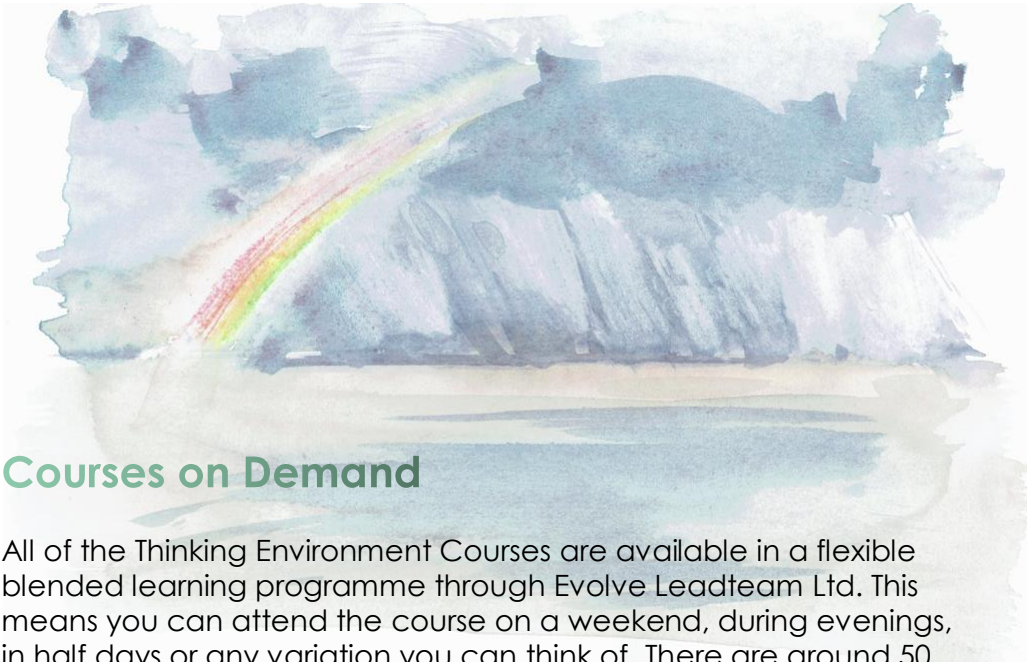
'Diversity grows when people have the ability to hear, openly, what **everybody** thinks.'

Shirley Wardell

'When I discovered the Thinking Environment a few years ago, I was fascinated by the spaciousness of the approach but also the laser-like way in which it cuts through blocks and assumptions.'

Caroline Homfray

Thinking Environment®



Courses on Demand

All of the Thinking Environment Courses are available in a flexible blended learning programme through Evolve Leadteam Ltd. This means you can attend the course on a weekend, during evenings, in half days or any variation you can think of. There are around 50 official Time to Think Courses offered and all are compatible regardless of which training company you use.

On our on-demand courses, you can be trained individually, and we will help you get the diverse experience you need, within our 'Magic Meet Ups,' local thinking partners, customers and facilitated events. We can put you in touch with the wider Thinking Environment Community. Shirley is able to offer all qualifying Time to Think courses; under her supervision you could qualify as a Consultant, and ultimately be on the Time to Think Faculty.

Next Steps

The first step is to think with us to decide on the dates and structure of your course. After that we can help you find participants to join you; if you would like that. We will devise a learning experience for you that covers everything you need, whether you are experiencing your courses singly, or in a group.

You will have access to video examples of each of the Time to Think processes to help you remember what you have learned face to face. We will give you work sheets to help you reflect on the videos to support in your practical requirements if you are doing the qualifying courses. You will be provided with Time to Think materials designed by Nancy Kline.

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
 GODALMING, Surrey, GU7 3NN
 Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve
www.evolve-leadteam.co.uk

Contact Details

Please get in touch if you want to know more:

Shirley Wardell on 07771 757163 Caroline Homfray: 07974 568301

Shirley has been a Time to Think® Consultant since 1997 in is a Time to Think Faculty Member. Caroline is a qualified Time to Think® Facilitator and Coach and brings fresh eyes to the approach along with experience in art, embroidery and chi gung.

1. **Foundation Course - for Managers, Chairs, Trainers and Facilitators** (required for Time to Think Facilitator Qualifying Course) 2 days – details page 3
2. **Thinking Partnerships - for Managers, Leaders, Coaches and Counsellors** (required for Time to Think Coach Course) 3 days – details page 4
3. **Time to Think Facilitator Qualifying Course – For managers, facilitators or chairs who wish to be listed as Time to Think Facilitators.** Required for Consultant qualification. 3 days, plus practicum – details page 5
4. **Time to Think Coach Qualifying Course – For professional coaches or facilitators who wish to be listed as a Time to think Coach.** 4 days, plus practicum details page 6
5. **Thinking Partnership Teacher – For those who would like to teach the Thinking Partnership process.** 4 days, plus practicum, details page 7.
6. **Time to Think Consultant - For those who wish to apply Thinking Environment principles to a wide a range of settings, and deliver all these:** Foundation, Mentoring and Diversity Courses.

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
 GODALMING, Surrey, GU7 3NN
 Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve

www.evolve-leadteam.co.uk

Foundation Course

(required for Time to Think Facilitator Qualifying Course)

2 days, or 4 x 3 hour sessions.

Who would benefit from attending:

Managers, Trainers, Facilitators and Chairs.

Participants: 1 – 10

Practical Requirements: A comfortable meeting room.

Preparation: Read 'Time to Think' or 'More Time to Think' by Nancy Kline. Be ready to reflect on and speak about the teams and groups you work with.

Description:

The course teaches the behaviours and conditions that develop superb, independent thinking in groups. Thinking underpins all of our decisions, words and actions and is central to a productive and fulfilling life and career.

Previous participants have said that this course is profound and practical in equal measure.

You will experience:

- 4 Building Block Applications
- Thinking Pairs ®
- Dialogue
- Rounds
- Open Discussion

4 Full Applications

- Transforming Meetings ®
- The Time to Think Council ®
- Presentations in a Thinking Environment
- Building Incisive Questions ®
(an incisive question removes a limiting assumption, in relation to a goal, and replaces it with a liberating assumption)

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
GODALMING, Surrey, GU7 3NN
Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve
www.evolve-leadteam.co.uk

Thinking Partnerships

(required for Time to Think Coach Course).

3 days, or 6 x 3 hour sessions.

Who would benefit from attending: Managers, Leaders, Coaches and Counsellors .

Participants: 1 – 5

Practical requirements: A comfortable meeting room.

Preparation: Read 'Time to Think' or 'More Time to Think' by Nancy Kline. Be ready to think about your own challenges and what helps others think for themselves and make breakthroughs.

Description:

The Thinking Partnership is an acclaimed process for developing and supporting excellent thinking. Everything we do depends on the thinking we do first. Investing in our ability to think is the wisest investment of all because it improves the quality of every decision, every conversation and every action.

If you need to develop your own thinking, or the thinking of others, this course will provide you with an essential skill. The Thinking Partnerships course is also the first step towards qualifying as a Thinking Environment Coach.

Objectives:

- To learn to give and receive Thinking Partnerships
- To explore all 10 components of a Thinking Environment.
- To acquire skill in constructing an Incisive Question (*an incisive question removes a limiting assumption, in relation to a goal and replaces it with a liberating assumption*)
- To have time to think about your top priorities.

Time to Think Facilitator Qualifying Course

3 days or 6 x 3 hour sessions, plus practicum.

Who would benefit from attending: Managers, Trainers, Facilitators and Chairs

Participants: 1 – 6

Practical requirements: A comfortable meeting room.

Preparation: Completed the Foundation Course, be ready to do your practicum with groups you have identified.

Description:

This course follows on from the foundation course and will allow you to become a Time To Think Facilitator.

You will learn to deliver:

Four Building Block Applications

- Thinking Pairs TM
- Dialogue
- Rounds
- Open Discussion

Three Full Applications

- Transforming Meetings ®
- The Time to Think Council ™
- Presentations in a Thinking Environment

One Bespoke Application:

- Facilitation of Groups for Desired Outcomes

After the 3 days of the course, you will be required to undertake the Practicum work which will be supervised by Shirley. On successfully completing that work, and after joining the Time To Think Collegiate, you will become qualified as a Time To Think Facilitator.

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
 GODALMING, Surrey, GU7 3NN
 Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve
www.evolve-leadteam.co.uk



TIME TO THINK

The Facilitator Practicum

Following the Facilitator Course, you will work with a Time To Think Consultant to become qualified by Time To Think to present the eight Applications professionally. With support and supervision you will complete the following Practicum Work:

Written essay on The Ten Components of a Thinking Environment

This explication should demonstrate your knowledge of the definitions and principles of each of The Ten Components. It should include stories from your experience to illustrate the positive impact of each Component on people's ability to think for themselves.

Delivery of each Application twice

Through delivery of each of the eight Applications (without charge) to a group (4 people minimum) organised by you, you will deepen your understanding about presenting and facilitating this work.

Notes and Reflections

After delivery of each Application, you will record your learning as well as any questions that arose from your delivery.

Thinking Pairs Practice

This practice in both the Thinker and the Thinking Partner role, twice a week until you finish the Practicum, once a week thereafter to maintain your certification, will sustain development of your understanding and expertise.

PROFESSIONAL SUPERVISION AND DEVELOPMENT

In order to offer this work professionally, you will join the Time To Think Collegiate and attend the quarterly meetings which include professional supervision and development provided by the Time To Think Faculty who taught you.

CERTIFICATE

After you complete the Practicum and become a member of the Collegiate, you will receive a certificate to confirm that you are a Time To Think Facilitator.

WEBSITE LINKS

After your certification, you also will be listed on the Time To Think Facilitators page of our website with a link to your website.

LICENSE AGREEMENT

When you begin to charge for the delivery of these Applications, you will be asked to make license and ongoing professional development agreements in order to retain your certification. The license fee will be 10%, as determined by you, of any fee you receive for delivering these Applications.

© Copyright 2013 by Nancy Kline Time To Think www.timetothink.com

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
 GODALMING, Surrey, GU7 3NN
 Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve

www.evolve-leadteam.co.uk

Time to Think Coach Qualifying Course

3 days plus practicum.

Who would benefit from attending: People wishing to qualify as a Time to Think Coach

Participants: 1 – 5

Practical requirements: A comfortable meeting room.

Preparation: Completed the Thinking Partnerships Course, be ready to practise Thinking Partnership Coaching twice with 3 partners, be ready to have thinking partnerships for you own benefit once per week. Have a good understanding of one other coaching model to compare with Time to Think Coaching.

This course follows on from the Thinking Partnership Course and will allow you to become a Time To Think Coach and join the Time to Think Collegiate if you wish.

Description:

Day 1.

Rounds, Pairs and Dialogue on:

- What is going well in your coaching practice?
- What would you like to get from the Thinking Environment® Coach course?
- What is your coaching philosophy so far?
- What will Thinking Partnerships add to your coaching practice?
- Observe and discuss 2 Thinking Partnerships

Day 2.

Rounds pairs and dialogue on:

- What in the neuro-science is relevant to Thinking Partnerships® in coaching?
- Thinking Partnerships practice and review

Day 3

- Equality as thinkers
- The spectrum of independence
- Continuous rounds and pairs on TP practice
- Observations, discoveries and questions
- Coached Thinking Partnerships (as many as there is time for)

Day 4

- Maintaining the 10 components as a coach
- Coached Thinking Partnerships
- Being a Thinking Environment
- Coach Supervision

After completion of the four days, you will begin the practicum stage of the course, which should be completed and submitted within 6 months.

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
GODALMING, Surrey, GU7 3NN
Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve

www.evolve-leadteam.co.uk



Practicum Work for the Coaching Course

After completion of the four days, you will begin the practicum stage of the course which should be completed and submitted within 6 months. The practicum work consists of four parts:

1. PRACTICE COACHING SESSIONS

You will practice-coach two people three sessions each (six sessions in total). After each session, you will write/record a summary of the session and notes of your learning, as well as questions that the session raised for you.

2. PATHWAYS ESSAY

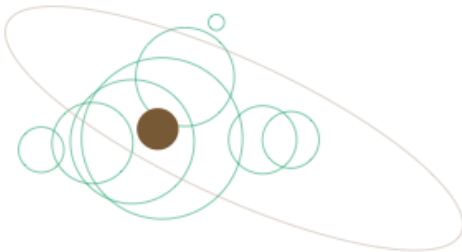
You will also write a pathways paper explicating the Flow Diagram. You will then send all of the notes, summaries and questions to your Practicum supervisor for assessment and discussion.

3. COMPARATIVE ESSAY

You will select one coaching model or approach mentioned in the manual (or one agreed with Nancy), learn about its theory and approach, and write an essay discussing the similarities and differences with the Thinking Environment Coaching theory and process. This essay should not be longer than 2,000 words. You will send this paper to your Practicum supervisor.

4. TWICE-WEEKLY THINKING SESSIONS

During the period of your learning and qualifying you will continue to refine and advance your expertise by having two Thinking Sessions per week, confirming progress by email with your Practicum supervisor.



© Copyright 2013 by Nancy Kline - Time To Think - www.time2think.com

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
GODALMING, Surrey, GU7 3NN
Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve
www.evolve-leadteam.co.uk

Thinking Partnership Teacher

(Once having completed the Facilitator and Coaching Courses, this course is one of the requirements to become a Time to Think Consultant with the possibility of being on the Time to Think Faculty.)

4 days, or 8 x 3 hour sessions, plus practicum.

Who would benefit from attending: People wishing to become a Time to Think Consultant

Participants: 1 – 4

Practical requirements: A comfortable meeting room.

Preparation: Already qualified as a Time to Think Facilitator and Coach, ready to run a mentoring process as part of your practicum.

Description:

The Thinking Partnership Teacher Course teaches you how to deliver professionally the Thinking Partnership Course that involves the formal building of Incisive Questions®.

Objectives:

- To be competent in teaching Thinking Partnerships
- To describe, as an instructor, all 10 components of a Thinking Environment.
- To teach the skills in constructing an Incisive Question (*an incisive question removes a limiting assumption, in relation to a goal and replaces it with a liberating assumption*)

Qualification as a Facilitator, Coach and Thinking Partnership Teacher is essential, with completion of the final consultant practicum, to gain Consultant status.

Please apply for official practicum details.

Picture: ©Caroline Homfray



evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
GODALMING, Surrey, GU7 3NN
Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve

www.evolve-leadteam.co.uk

Time to Think Consultant

(Once having completed the Facilitator, Coaching and Thinking Partnership courses, further practicum is required to become a Time to Think Consultant with the possibility of being on the Time to Think Faculty.)

No further courses to attend.

Extra support as you require can be purchased; there may be shadowing opportunities. The Consultant qualification is entirely based on completing practicum.

Who would benefit: People wishing to become a Time to Think Consultant

Number of participants: not applicable.

Practical Requirements: See Practicum work.

Description:

You are going to apply your knowledge of Thinking partnerships and The Thinking Environment to programmes which you will organise and run. They are:

- Delivering the Time to Think 1 ½ day Mentoring process with two or more students. You will apply your knowledge of the Thinking Partnership process to a mentoring programme.
- Delivering the 1 day Diversity programme for two or more students. The diversity process you will already have experienced as a session within your Coaching course.
- Maintaining your Thinking Partnership Practise as specified in the practicum.
- You will be given the Mentoring and Diversity course notes to use.

Please apply for official practicum details.

evolve LEADTEAM Ltd.

7 Wood Road, Farncombe
 GODALMING, Surrey, GU7 3NN
 Tel. 0845 330 6992 E-mail: shirley@evolve-leadteam.co.uk

evolve
www.evolve-leadteam.co.uk