

Basic Requirements for BCI™ Level I Certification Program Instructors

All BCI™ Certification Training Program workshop instructors, leaders, and presenters must have broad, documented (CV or detailed resume), and demonstrated on-site experience in a number of the areas of organizational consulting and business applications listed below for which the BCI™ is typically used:

- Organizational Culture Change Interventions
- Changes in Leadership or Management
- Mergers and Acquisitions
- Declining or Plateaued Organizational Performance
- Business Process Improvement
- Reorganizations
- Organizational Growth
- Management Reviews
- Organizational Assessments
- Change Management
- Strategic Planning
- Leadership Development
- Teambuilding
- Financial Management Reviews and Assessments
- Other Applicable Areas

Potential workshop instructors, leaders, and presenters should have experience working with *entire organizations*, not just individuals, teams, or work-groups. Experience in coaching, one-on-one leadership development, 360 degree reviews, and teambuilding activities are a necessary, but not sufficient background for becoming an instructor, leader, and presenter of the BCI™ Level I Certification Workshop material.

NOTE: Workshop instructors, leaders, and presenters will not have salaried positions on the staff of the Breckenridge Institute®. The Institute is interested in building a select core of highly qualified and experienced consultants who are Independent Contractors with 1099 status who can teach and consult using the body of knowledge contained in Mark Bodnarczuk's book, *Making Invisible Bureaucracy Visible: A Guide to Assessing and Changing organizational Culture*, and the BCI Level I and Level II assessment tools (<http://www.breckenridgeinstitute.com/online-assessments.htm>).