

TEACHER TRAINING OVERVIEW 2008

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Teaching the Process

“Teaching the Process isn’t a job, it’s a way of life.”

Teaching the Process is not for everyone, but if it’s right for you it promises to be a deeply rewarding experience.

As teachers, our sole purpose is to serve the students. We listen deeply, connect, and collaborate. We use the tools and techniques of the Process with mastery, and continuously build our personal and professional competency. Collaboration within the teaching team further ensures that we draw on every available resource to serve the best interests of each student.

We ask our families, friends, and colleagues for their full understanding and support. The work is demanding and the hours are long. Breaks are often spent working with students or in meetings with other teachers. There is time for an occasional call home, but most concerns and obligations outside the Process must wait for our return.

Most of our teaching team teach 6-10 Processes per year, or about once every 6-8 weeks. Teaching requires both scheduling and financial flexibility, and is not designed to be a full-time job. Many teachers supplement their teaching income with other work that can be scheduled around Processes, including coaching.

The teaching schedule is constructed in 6-month increments, and published about 2 months before the 6 month period begins. Upon certification as a new teacher, you’ll be assigned to teach on an as needed basis until the next schedule is completed. Because scheduling is tied to enrolment, we can’t guarantee the number of Processes you’ll be scheduled to teach. However, based on our past enrolment, all teachers so far have had as much work as they have requested.

Qualifications Required:

- Demonstrated competency in:
 - working with people
 - presentation skills
 - teamwork
 - leadership
- Hoffman Process Graduate
- 5-10 years of related work experience
- Graduate study or equivalent life experience
- Some knowledge of psychodynamics
- Computer literacy
- Willingness to travel
- University Graduate (some exceptions made for people with natural abilities).
- Available to teach a minimum of 6 Processes per year

Preferred but not required:

- UKCP or BACP Registered

The Teacher Training Programme 2008

“Teacher training is like doing the Process 10 times. The journey is intense, often uncomfortable, and profoundly satisfying.”

The teacher training programme helps you do the personal work and develop the skills you need to become a Hoffman teacher. It's designed to give you every opportunity to succeed. In order to be certified as Hoffman teacher, you will need to demonstrate exceptional professional ability by the end of your training. Depending on several factors, including scheduling and enrolment, you'll spend 1-2 years in teacher training.

Personal Work

Personal work is a cornerstone of your teacher training and will be emphasised throughout. In addition to your own ongoing use of the tools, you'll participate in the 3-day Q2 Graduate Intensive during your training. You'll also work with teachers in the roles of coach and mentor throughout your training.

Phase 1 - Orientation Phase

Here you'll work with experienced teachers and your fellow trainees to learn more about the structure and movement of the Process, how and why it works, and the intentions of each activity. You'll practice presentations, tools, and one-on-one work, and get detailed feedback. Off-site training is supplemented by extensive at-home practice and study, including reading and writing assignments.

Phase 1 training takes place at the Process Site while Processes are in session as well as through conference calls and off-site training session with experienced teachers. Plan to spend up to one week a month at the Process site. . You must complete a minimum of three Processes during this phase; the actual number depends on your demonstrated competency.

Phase 2 – Trainee Teacher

Having successfully completed the orientation phase, you'll be doing much more in front of Process groups. As a trainee you'll teach under supervision in actual Processes with increasing levels of responsibility over time. You'll receive extensive feedback about all aspects of your performance. You must complete a minimum of three Processes during this phase; the actual number depends on your demonstrated competency.

Phase 3 – Assistant Teacher

During this phase which will again require a minimum of three processes, you will now be required to handle much more one to one work as well as delivering most of the major presentations. You will be qualified as a Hoffman Teacher when you reach the required level of competence in all aspects of the Process.

Qualification

Once you've demonstrated professional ability in the skills, knowledge, and attributes needed to be a teacher, you'll be invited to join the teaching team. As a new teacher, you'll continue to have coaching and mentoring support available to you for ongoing competency building.

Application and Next Steps

To set up an initial informal chat with a teacher or trainee before applying please contact Lynn Crescens Smith on: 01903 88 99 90 or email: lynn@hoffmaninstitute.co.uk

If you would like to apply please click the link to the application form on the Working For Us page. ***Please ensure that you have read the In Depth Teacher Training Overview before applying.*** Contact Lynn at the Hoffman to obtain a copy.

Please complete the form as per the instructions. Be sure to save a hard copy for your records as well as one on your computer. Your completed application must include:

- the signed and dated application form
- your typed responses to the questions in all areas
- a current CV
- the letters of recommendation, which will be sent to the Institute under separate cover by the people making the recommendations.

Application Deadlines

Friday, September 12 Deadline for receiving completed applications, except letters of recommendation

Friday, September 19 Deadline for receiving letters of recommendation

If your application is selected, the next step will be a telephone interview. Those who progress beyond this step will be invited to participate in one or more Interview Days. Because safety is essential in the Process, background and employment checks will be conducted. It's our intention to complete the selection process before the end of November.

Contact Us

The main office contact for Teacher Training is Lynn Crescens Smith on: 01903 88 99 90 or email: lynn@hoffmaninstitute.co.uk

More Details

If you'd like more detailed information on the programme including financing, timescales, the teaching team, feedback, training and recommended reading, please click the link on the Working For Us page called ***in-depth teacher training information.***

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Call us on: +44 (0)1903 88 99 90