



Genuine Contact™

...providing a holistic approach to organizational success

Procedure for Becoming a Co-Owner

Purpose

The purpose of this procedure is to provide a consistent framework for how authorized Trainers become members of the GC Co-Owners Group, LLC.

Leadership

The leadership approach embraces the principles adopted by the GC Co-owner group. Specifically, the principles underpinning this protocol include:

- A transparent and open process
- Enabling others to act.

The Leadership/Management Team (LM Team) will lead the process of Co-Ownership application and renewal on behalf of the GC Co-Owners Group, LLC (the organization). The Program Director is designated on behalf of the LM Team to be the central point of communications for this procedure.

Trainers who are leading a Train the Trainer workshop will provide these new graduates with information about becoming a Co-Owner to assist new graduates in making the best possible decision for themselves.

Vision

The procedure makes the process of becoming a Co-Owner explicit and easy to understand for all authorized Trainers and those considering becoming Trainers. The organization easily attracts more new Co-Owners each year.

Community

The community is all GC Professionals who are or are considering becoming Authorized Trainers of the Genuine Contact Program.

Management

What Does Becoming A Co-Owner Mean?

Since January 1, 2007 all graduates of Train the Trainer in the Genuine Contact Program have had the opportunity to choose to become a Co-Owner of the Genuine Contact Program*. This is a shared ownership model whereby anyone who has committed the time, energy, and finances to become an Authorized Trainer has earned the ability to co-own the Genuine Contact Program with other Trainers and be a part of the ongoing evolution of Genuine Contact Program. The GC Co-Owners Group, LLC was formed and day-to-day management of the Program and the organization are handled by the Leadership/Management Team.

All Trainers who choose to become Co-Owners must:

- State their desire to become a Co-Owner by email to the LM Team at gcp@genuinecontact.net or directly to the Program Director, currently Rachel Assuncao at rachel@musango.ca.
- Make an annual financial contribution equal to one day rate of pay.

Benefits of being a co-owner include:

- Being a part of the team that leads the growth of the GCP. This experience will be invaluable to each co-owner as they participate in the development of a COSO from the inside - providing valuable insight into their own consulting work.
- The right to call yourself a Co-Owner of the Genuine Contact Program. This title (and the GCP logo) can be added to business cards, websites, proposals, and other written materials to lend credibility to your work.
- Bio listing on www.genuinecontact.net (up to \$75/year value).
- All trainings listed on www.genuinecontact.net (up to \$15/workshop value).
- Access to the GC Trainers List Serve and Online Resources (up to \$5/month value)
- Annual GC Resource CD (up to \$100/year value)

One Day Rate of Pay

Each Co-Owner is invited to determine for themselves what 'one day rate of pay' means. This self-determined level of contribution is meant to be as inclusive as possible for all Trainers. Co-Owners who have shared their reasoning for their level of contribution have included the following:

- Annual earnings divided by number of possible working days in a year.
- Annual earnings divided by the number of days I worked last year.
- What I intend to be charging (or receiving) for my consulting work by the end of the year.
- What I am currently charging for my consulting work.
- What do I want to pay based on the benefit I receive from the program.

Contribution of any amount is accepted with gratitude and no reasoning needs to be provided.

Co-Ownership is renewed annually and membership is valid from January 1 to December 31.

* Any Trainer who chooses not to be a Co-Owner of the program is still considered to be a Co-Creator and we welcome your input into the evolution of the Genuine Contact Program. Co-Creators are invited to give input to the development of the program and feedback to the co-owners, but do not vote. The Co-Owners will have transparent processes so that the Co-Creators can participate.

Genuine Contact Trainers who choose not to become a Co-Owner of the program can still continue to access the resources including bio listing, training listing, access to the GC Trainers List Serve, online resources and GC Resource CD on a pay per service basis.

New Trainers Becoming Co-Owners

New graduates of Train the Trainer are invited to take the remainder of the calendar year to decide whether or not to become a member of the Co-Owners Group. New graduates will receive information from their workshop facilitator on how to become a Co-Owner as well as a follow-up email from the Program Director with these details.

New Trainers will pay prorated Co-Ownership Dues for the remaining portion of the year from the month they become a Co-Owner. For example, someone who becomes a Co-Owner in March will make a pro-rated payment of 75% of one day's rate of pay while someone who becomes a Co-Owner in September will make a pro-rated payment of 25% of one day's rate of pay. New Co-Owners will be considered full members of the organization but their names will not appear on the business registry in Nevis because names can only be added once a year.

Existing Trainers Becoming Co-Owners

Existing Trainers are invited to become Co-Owners or renew their Co-Ownership in November of each year and payment is due by December 15 in order to be listed in the roster of Co-Owners included in our business registry in Nevis. The invitation is distributed via email directly to each Trainer by the Program Director and includes instructions on how to complete the membership or renewal process.

Existing Trainers can choose to defer their decision to become a Co-Owner until later in the year and will be considered full members of the organization but their names will not appear on the business registry in Nevis because names can only be added once a year.

All existing Trainers will pay full Co-Ownership dues equal to one day's rate of pay. Existing Trainers who defer their decision to become a Co-Owner and the dues payment until later in the year will still be expected to pay their full amount of one day's rate of pay.

Receiving the Benefits of Co-Ownership

Only those who have completed the Co-Ownership process, including making payment of Co-Ownership Dues or making payment arrangements can access the benefits of Co-Ownership. This includes the right to vote in online decisions or in Face to Face meetings like the Trainers Mentoring Circle in Virginia Beach.

Evaluation of Protocol:

The LM Team will review this process annually to discover lessons learned and to adapt the procedure as needed to ensure it is effective.

Vote Record:

Marianne: 4
Nancy: 4
Rachel: 5
Marquis: 4
Thomas: 5
Michelle: 4

Note: As all of this information has previously been approved by the Co-Owners, we felt it was not necessary to take this to them for voting. This document is just a clear record of what has already been decided.