



# INTEGRATED TRAINING AND CERTIFICATION PROGRAM

Relational Wisdom + Peacemaking + Coaching + Christian Conciliation

PDF with live links at [www.rw360.org/adv-trng](http://www.rw360.org/adv-trng)

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## OVERVIEW

RW360's training program is designed to equip church, ministry and workplace leaders, as well as individual Christians, to apply the principles of relational wisdom (enhanced emotional intelligence), peacemaking, coaching and Christian conciliation in every area of life.<sup>1</sup>

- Our **Foundational Training** is designed to equip individuals to **personally apply** the principles of relational wisdom and peacemaking in their own families, churches and workplaces.
- Our **Assistance Training** is designed to equip individuals with shepherding, teaching, coaching, conciliation and practical application skills that enable them to **train and assist others** to practice relational wisdom and peacemaking in their family, church and work lives.
- Our **Advanced Training** is designed to equip individuals with enhanced RW, peacemaking, coaching, conciliation and shepherding skills and experience that **strengthens their personal vocational service and job performance**, especially as pastors, church, ministry or nonprofit leaders or as workplace managers.
- Our **Certification Training** is designed to provide ongoing training and accountability for individuals who are serving as coaches or conciliators at a **professional level**.

<sup>1</sup> Our peacemaking, conflict coaching and conciliation training is based on the biblical principles set forth in Ken Sande's book, *The Peacemaker*, which has sold over 500,000 copies in twenty languages. All Foundational and Assistance level training is available online through the RW Academy.

## FOUNDATIONAL TRAINING

Our **Foundational Training** is designed to equip individuals to **personally apply** the principles of relational wisdom and peacemaking in their own families, churches and workplaces.

You may begin your training journey by going through one or both of RW360's foundational online courses: ***Discovering Relational Wisdom*** or ***Relational Peacemaking***, which you can access through the [RW Academy](#).<sup>2</sup> Studying with a spouse, friend or co-worker makes the training more enjoyable and life-changing.

Another way to study these concepts is to lead a eight-week [Discovering Relational Wisdom](#) study group or a twelve-week ***Relational Peacemaking*** study group,<sup>1</sup> either through a Sunday school class or small group study in your home or office.

No special training is required to lead a study group since all of the actual teaching is provided by video (online, DVD or flash drive). As a moderator, your role is simply to host meetings (in person or by phone or video conferencing), play the videos and lead discussions using the application questions in the course materials ([Click here for more details](#)).

Ideally, these foundational courses would be used to teach relational wisdom and biblical peacemaking to **every person in a church, ministry or business** (through Sunday school classes, study groups or professional development programs) to strengthen relationships, improve unity and teamwork and equip people with skills that enable them to “get upstream of conflict.”

## ASSISTANCE TRAINING

Our **Assistance Training** is designed to equip individuals with shepherding, teaching, coaching, conciliation and practical application skills that enable them to **train and assist others** to practice relational wisdom and peacemaking in their family, church and work lives.

### RW SHEPHERD™ CERTIFICATE

- **Purpose:** Our RW Shepherd training is designed to equip pastors and other church leaders with gospel-based relational wisdom and peacemaking skills they can use to strengthen relationships, resolve conflict and promote peace in their own homes and within the families and flocks God has entrusted to their care. This training is also of value to anyone who leads or manages other people, whether in a ministry, business, nonprofit, school or other organization.
- **Prerequisites:** Complete *Discovering Relational Wisdom* and *Relational Peacemaking* courses, either online through the [RW Academy](#) or by leading group studies, which are available through the [RW360 Bookstore](#).
- **Training Requirements:** \$295 (in addition to cost of foundational courses); personal references; read *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves), [Guiding People Through Conflict](#), and select articles on applying relational wisdom

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<sup>2</sup> The new *Relational Peacemaking* course is scheduled for release in March of 2022.

and peacemaking in pastoral ministry ([see samples here](#));<sup>3</sup> written essays that apply these principles in several case studies; RW Shepherd Exam; 10-hours of documented practical experience applying RW and biblical peacemaking. Results in a certificate of completion.

- **Peace Sower Teams:** Exodus 18:22-23 and Deuteronomy 1:9-18 show that Moses was wise enough to realize that he could not resolve all of the relational tensions and conflicts that arose among the people God placed under his care. The same is true of shepherds today: they too need to “select wise, understanding and experienced” men and women to assist them in shepherding the flock. One way to do this is to establish a “**Peace Sower Team**” that includes volunteer RW Instructors, Coaches and Conciliators who are equipped to teach and assist church members to apply relational wisdom and biblical peacemaking in their personal, church and work lives. For more information, see [www.rw360.org/pstpdf](http://www.rw360.org/pstpdf).

### **RW INSTRUCTOR™ CERTIFICATE** ([Click here for more details](#))

- **Purpose:** RW Instructor training is designed to improve your ability to facilitate relational wisdom and peacemaking study groups in your church, ministry or business. This training will strengthen your ability to lead both [faith-based](#) and [values-based](#) study groups, making it easier for you to guide discussions, ask insightful questions and assist people in learning how to apply these concepts in their daily lives. You will also learn how to use the RW360 smartphone app and other RW resources to share your faith with others.
- **Prerequisites:** Lead at least two group studies, one in relational wisdom and one in relational peacemaking.
- **Training requirements:** \$95 (in addition to cost of foundational courses); personal references; two online courses (“Serving as an RW Instructor” and “Using RW for Witnessing”); read *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves) and select articles.<sup>4</sup>

### **RW COACH CERTIFICATE™**

- **Role:** RW Coach training will equip you to provide both **RW skills coaching** (assisting others to accelerate the development of key relational skills, thereby developing stronger relationships and “getting upstream of conflict”) and **conflict coaching** (assisting others to apply the principles of relational wisdom and peacemaking to resolve existing conflicts). A key goal of this type of ministry is to help others strengthen their relational skills so they are less likely to experience serious relational problems that would require prolonged counseling (see [Guiding People Through Conflict](#)).
- **Prerequisites:** Lead at least two study groups, one in relational wisdom and one in relational peacemaking.

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<sup>3</sup> Portions of this training program are still under development, so requirements and costs are subject to change as RW360 integrates new content.

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- **Training requirements:** \$495 (in addition to cost of foundational courses); personal references; read *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves), *COACH Model for Christian Leaders* (Webb) and select articles; two online courses (“RW Skills Coaching” and “Conflict Coaching”); two online practicums (“RW Skills Coaching” “RW Conflict Coaching”); Basic Coaching Principles Exam; 10-hours of practical experience.<sup>5</sup>

### **RW CONCILIATOR CERTIFICATE™**

- **Role:** RW Conciliator training will equip you to mediate disputes between others by meeting with both parties to improve communication and understanding and facilitate their efforts to be personally reconciled and reach a voluntary settlement of their differences (see [Guiding People Through Conflict](#) and [Handbook for Christian Conciliation](#)).
- **Prerequisites:** Complete RW Coach Training
- **Training requirements:** \$595 (in addition to cost of foundational study courses); personal references and training assessments; read *Instruments in the Redeemer’s Hand* (Tripp) and select articles; two online courses (Interest Based Negotiation, Mediation) and one online practicum (Mediation); Basic Conciliation Principles Exam; 10-hours of practical experience.<sup>6</sup>

### **CERTIFICATE IN APPLIED RELATIONAL WISDOM™**

- **Role:** This program is designed to strengthen individuals’ emotional intelligence, relational and conflict resolution skills by providing students opportunities to learn and apply the principles of relational wisdom and biblical peacemaking in **specific life venues** (ministry, workplace, healthcare, law enforcement, military, etc.). Key principles are initially applied through hypothetical case studies in specialty areas. Students then apply the principles to actual relational challenges in their own lives, both personally and vocationally. Finally, they learn how to share these concepts and the gospel itself with their friends and coworkers.
- **Prerequisites:** Complete *Discovering Relational Wisdom* and *Relational Peacemaking*, either online through the [RW Academy](#) or by leading group studies, which are available through the [RW360 Bookstore](#).
- **Training requirements:** \$595 (in addition to cost of foundational courses); personal references; read *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves) and select articles; complete the EI assessment provided in *Emotional Intelligence 2.0*; five hypothetical case studies; five personal case studies.<sup>7</sup>

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<sup>5</sup> The new coaching courses and practicums are scheduled for release during the first half of 2022.

<sup>6</sup> The new conciliation courses and practicums are scheduled for release during the second half of 2022.

<sup>7</sup> The new applied RW courses are scheduled for release during the second half of 2022.

## ADVANCED TRAINING

Our **Advanced Training** is designed to equip individuals with enhanced RW, peacemaking, coaching, conciliation and shepherding skills and experience that **strengthens their personal vocational service and job performance**, especially as pastors, church, ministry or nonprofit leaders or as workplace managers.

### ADVANCED RW INSTRUCTOR™ CERTIFICATE ([Click here for more details](#))

- **Role:** Advanced RW Instructors are equipped to teach the complete relational wisdom and peacemaking courses themselves (rather than using teaching videos) through live webinars and seminar. Advanced RW Instructors are able to customize the material for particular venues (workplace, law enforcement, prisons, military, missions, retreats, etc.) and are authorized to charge a professional fee for their training.

Advanced Instructors also receive training on how to use RW360's [values-based](#) resources for community outreach and engagement by providing 30 to 60-minute introductory presentations in businesses, schools, police and fire departments, city councils, military bases and other secular venues in order to [spread the gospel in their communities](#) and to [improve the job performance and career advancement of others](#).

- **Prerequisites:** Must have completed the RW Instructor training.
- **Training requirements:** \$395; read *Feelings and Faith* (Borgman), *Emotional Intelligence* (Goleman) and select articles; Theology and Principles of RW Exam; 30-minute live interview on FAQs; teach four 3-to-5-hour webinars or live seminars.

### ADVANCED RW SHEPHERD™ CERTIFICATE

Individuals who demonstrate substantial skill and experience as an RW Shepherd may apply for advanced training that will involve additional courses on advanced skills and issues, best practices, written exams and practical experience. In addition to enhancing essential shepherding skills, advanced training will enable individuals to model, teach and assist others in practicing RW and peacemaking in challenging life situations. This advanced training process is scheduled for pilot testing by mid-2022, and several of the required courses should be available at our annual conference in August.

### ADVANCED RW COACH™ CERTIFICATE

Individuals who demonstrate substantial skill and experience as an RW coach may apply for advanced training that will involve additional courses on advanced skills and issues, best practices, written exams and practical experience. In addition to enhancing essential skills, advanced training will enable individuals to provide coaching services on a professional (fee based) basis. This advanced training process is scheduled for pilot testing by mid-2022 and should be online by the beginning of 2023.

### ADVANCED RW CONCILIATOR™ CERTIFICATE

Individuals who demonstrate substantial skill and experience as a conciliators may apply for advanced training that will involve additional courses on advanced skills and issues, best

practices, written exams and practical experience. In addition to enhancing essential skills, advanced training will enable individuals to provide conciliation services on a professional (fee based) basis. This advanced training process is scheduled for pilot testing by the fall of 2022 and should be fully online by the first quarter of 2023.

### **ADVANCED TRAINING GRANDFATHERING**

Individuals who have completed training in conflict coaching or Christian conciliation may use [this form](#) to request a transfer of credit for previous training and experience, which would reduce the cost and time commitment needed to complete RW360's advanced training.

### **CERTIFICATION PROGRAM**

RW360's **Certification Program** is designed to provide ongoing training and accountability to individuals who have completed our Advanced Training and are frequently serving as coaches or conciliators at a **professional level**.

In order to qualify for the designation as a Certified RW Coach or Certified RW Conciliator, individuals will be required to:

1. Demonstrate a high level of experience and competence as an Advanced RW Coach or Conciliator, either by working closely with another Certified RW Coach or Conciliator for several hours in actual coaching or conciliation cases or by passing a detailed interview process led by a panel of Certified RW Coaches or Conciliators.
2. Serve as a coach or conciliator for at least 500 hours per year (~40 hours per month);
3. Participate regularly in online webinars that foster continued skill development and interaction with like-minded coaches and conciliators;
4. Acquire at least ten hours of approved continuing education per year; and
5. Conduct their practice consistent with RW360's [Standard of Conduct for Christian Conciliation](#) and accountability policies (see, e.g., [Conciliator Grievance Policy](#)).

2/25/2022