

# Training and Certification Program Academic Catalog



Integrating  
Relational Wisdom, Peacemaking, Shepherding,  
Coaching and Christian Conciliation

**Core Training Available 100% Online**

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Note: Some of these courses are still under development. In the meantime, students may complete the required reading and available prerequisites for any courses they wish to pursue.

For information on the status of any course, please email mail@rw360.org.



## OVERVIEW

TRAINING AND CERTIFICATION COURSES				
1.	All RW360 training begins with one of our Foundational Courses, which may be taken in any order.			
<b>FOUNDATIONAL TRAINING</b>				
Discovering Relational Wisdom				
Relational Peacemaking				
2.	After completing both Foundational Courses, individuals may pursue further training in one or more of the following Basic Assisting tracks.			
<b>BASIC ASSISTING</b>				
	<b>RW SHEPHERD</b>	<b>RW INSTRUCTOR</b>	<b>RW COACH</b>	<b>RW CONCILIATOR</b>
	RW Shepherd	PACE Instructor	Introduction to RW Coaching	
			RW Coaching Skills	
		RW Instructor	RW Life Coaching	Conflict Coaching
			Conflict Coaching	RW Conciliator
3.	After completing the courses in a particular Basic Assisting training track, individuals may pursue the related Advanced Assisting course.			
<b>ADVANCED ASSISTING</b>				
	Advanced RW Shepherd	Advanced RW Instructor	Advanced RW Coach	Advanced RW Conciliator
4.	Individuals who provide coaching or conciliation services at a professional level (e.g., at least 12 hours/month), may apply for Certification in that particular service.			
<b>CERTIFICATION</b>				
		Certified RW Coach	Certified RW Conciliator	

## FREQUENTLY ASKED QUESTIONS

### WHAT SKILLS CAN I LEARN THROUGH YOUR TRAINING?

RW360 training integrates the principles of relational wisdom (biblical emotional intelligence), relational peacemaking, coaching, Christian conciliation and shepherding.

### WHERE SHOULD I START MY TRAINING?

All of RW360's training is based on two required foundational courses: **Discovering Relational Wisdom** and **Relational Peacemaking**. You may complete these two courses in either order and then proceed with higher levels of training.

### HOW DO YOU DEFINE THESE SKILL SETS?

**Relational Wisdom®**, in essence, is the desire and ability to obey Jesus' command, "You shall love the Lord your God with all your heart ... and love your neighbor as yourself" (Matt. 22:37-39). RW combines the [gospel](#), the wisdom-principles of Scripture

and our God-given capacity for [emotional intelligence](#) into a discipleship paradigm for developing skills that strengthen relationships and prevent conflict ([dig deeper here](#)).

**Relational Peacemaking** is a practical theology for resolving conflict and reconciling people. This training is based on Ken Sande’s book, [The Peacemaker](#), which has sold over 500,000 copies in 20 languages and is organized under four key principles (the “4 G’s”): **G**lorify God, **G**et the Log Out of Your Own Eye, **G**ently Restore and **G**o and Be Reconciled ([dig deeper here](#)).

**RW Shepherding** involves the application of RW, peacemaking, coaching and conciliation skills by church or ministry leaders. This training is especially relevant to [pastors](#) but is also useful for elders, deacons and anyone else in ministry leadership.

**Conflict Coaching** assists others to resolve existing conflicts personally and privately by applying the principles of relational wisdom and peacemaking.

**RW Life Coaching** is a special form of “life coaching” that focuses on assisting other individuals to improve their relational skills in order to build stronger, deeper and more resilient relationships and to “get upstream of future conflict.”

**Christian Conciliation** is a process for resolving disputes between Christians in a biblically faithful manner. This process may involve **conflict coaching** (advising individuals how to resolve a dispute personally and privately), **mediation** (meeting with both parties to improve understanding and facilitate a voluntary agreement) or **arbitration** (a trusted individual resolves a conflict by rendering a binding decision). These processes are described in detail in [Guiding People Through Conflict](#).

## WHERE CAN I APPLY THESE SKILLS?

You can apply these principles to strengthen relationships and resolve conflicts in all areas of life, including church leadership, the workplace, marriage and parenting, and legal disputes ... and then teach and assist others to do the same!

## IS THIS TRAINING DESIGNED ONLY FOR PROFESSIONALS?

No. Although professionals can improve their skills and credentials through this training, all of our foundational and basic courses are designed to teach relational skills that can be applied by non-professionals in everyday life.

## WHAT ARE THE FOUR LEVELS OF YOUR TRAINING?

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

**Basic Assisting Training** is designed to equip individuals to **assist others** to learn and practice relational wisdom and





peacemaking in their families, churches and work lives. This training is specifically designed for people who wish to serve on a church-based Peace Sower Team.

Advanced Assisting Training is designed to equip **pastors, church, ministry and nonprofit leaders and workplace managers** with enhanced skills that **improve their job performance** and enable them to **lead and serve others more effectively**. This level of training also qualifies individuals to charge fees for some of these services.

Certification Training is designed to provide ongoing training and accountability for individuals who are serving as coaches or conciliators at a **professional level**.

### WHAT IS A PEACE SOWER TEAM?

Peace Sower Teams lead church-based discipleship ministries comprised of shepherds, instructors, coaches and conciliators who use the principles of relational wisdom (RW) and peacemaking to equip and assist people in their church and community to build strong relationships and resolve conflict in ways that reveal the transforming power of Jesus and his gospel.

### DO I NEED TO BE PART OF A PEACE SOWER TEAM TO PURSUE RW360 TRAINING?

No. Individuals may take all of RW360's courses without joining a Peace Sower Team.

### ARE THERE OTHER PREREQUISITES FOR RW360 TRAINING?

All assisting courses have prerequisites, which are given at the top of each course page.

### WHICH TYPE OF ASSISTING TRAINING IS BEST FOR ME?

As illustrated by the flow chart at the beginning of this section, our training program is designed to allow you to complete different types and levels of training one course at a time, which allows you learn a variety of interrelated concepts and decide whether it would be useful for you to move on to another type or higher level of training.

If you are involved in **church or ministry leadership**, we suggest that you follow the **RW Shepherd** track, which will introduce you to a variety of ways that you can apply relational wisdom, peacemaking and conciliation in your ministry. This track also allows you to simultaneously complete most of the requirements for for a PACE Instructor Certificate, which you can obtain with a little extra work and no additional fee.

If your primary interest is to **teach relational wisdom and peacemaking**, you should follow the **RW Instructor** track.

If you desire to serve others as a **coach or conciliator**, you should pursue the **RW Coach** track, which includes prerequisite courses for the **RW Conciliator** track.

### CAN I COMPLETE COURSES SIMULTANEOUSLY?



## FOUNDATIONAL COURSES

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Yes. Some of the requirements for different courses are the same, so as you complete one course, you are often satisfying the requirements for other courses, which will allow you to obtain additional training certificates more quickly.

### **HOW LONG DOES IT TAKE TO COMPLETE RW360 COURSES?**

As indicated in the chart at the end of this section, some courses can be completed in as little as 8 hours, while others can take up to 46 hours. All courses are self-paced, so you can move through them at your own pace.

### **CAN YOUR TRAINING RESOURCES BE USED IN SECULAR SETTINGS?**

Yes. All of our resources are grounded on biblical principles and are commonly used in church and ministry settings. Even so, we have developed a “[values-based](#)” version of our relational wisdom course ([Exploring Relational Wisdom](#)) so that it can be studied and taught in businesses, schools, hospitals, military bases, police departments and other secular settings, which can open the way for non-Christians to encounter the gospel (see [RW and Evangelism](#)).

Our [Professional And Community Engagement \(PACE\) Program](#) is designed to equip instructors to present 1-hour introductory seminars that are customized for specific secular audiences (general workplace, teachers, nurses, attorneys, public servants, law enforcement, military and college students). Although most of the content in these seminars is designed for secular audiences, the PACE materials provide opportunities for students to encounter a Christian worldview and the gospel of Christ.

### **ARE THERE STUDIES THAT SHOW HOW THIS TRAINING CAN BENEFIT BOTH EMPLOYERS AND EMPLOYEES?**

Yes. Studies have shown that this type of training produces more creative, loyal, fulfilled and productive employees who experience better career advancement. Employers can also see major benefits. As one study concluded, “When companies invest in the physical and relational wellness of their workers, returns on investment can range between \$1.50 and \$6.85 for every dollar spent on these types of programs.” ([dig deeper](#))

### **HAS YOUR TRAINING BEEN APPROVED FOR CONTINUING EDUCATION CREDIT?**

Yes. Our relational wisdom training has been approved for continuing education for teachers, nurses, lawyers, counselors and social workers (see details [here](#)).

### **IS YOUR TRAINING AVAILABLE BOTH ONLINE AND LIVE?**

All of our core training courses are available online at the [RW Academy](#). Much of our training is also available through [live seminars and webinars](#). Our foundational courses in relational wisdom and relational peacemaking are also available in video-based [group study sets](#) that can be used for Sunday school classes or live small group studies.



## FOUNDATIONAL COURSES

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Live training is also available through our regional [Relational Wisdom Summits](#), which provide opportunities for interactive cross-training designed to deepen insights, improve skills, build relationships and expand networks..

### **IS ALL OF YOUR TRAINING CURRENTLY AVAILABLE?**

No. Some of our Advanced courses are still under development and are schedule to be completed early in 2025.

### **HOW CAN I BRING THIS TRAINING INTO MY CHURCH OR ORGANIZATION?**

It is usually wise to personally test drive our training before you try to promote it more widely. Therefore, we suggest that you complete one of our foundational courses on your own to make sure it is compatible with your organization's values and goals. Better yet, invite a small group of others to join you in a study so that several people can testify to your organization's leadership about the benefits of this training.

### **WHAT DO I DO IF I STILL HAVE QUESTIONS?**

If you still have questions about our training, please feel free to seek more information by emailing us at [mail@rw360.org](mailto:mail@rw360.org) or by calling 406-294-6806.

We look forward helping you select the training track that will best equip you to serve the Lord by modeling the life-changing relational and peacemaking principles taught throughout the Bible.

COSTS AND TIME REQUIREMENTS						
	CERTIFICATE	COST <sup>1</sup>	STUDY <sup>2</sup>	PRACTICUM	EXPERIENCE	TOTAL <sup>3</sup>
F	Discovering Relational Wisdom	\$49	10 hrs	~	~	10 hrs
F	Relational Peacemaking	\$49	14 hrs	~	~	14 hrs
BA	RW Shepherd	\$195	22 hrs	~	2 hrs	24 hrs
AA	RW Shepherd, Advanced	\$195	14 hrs	2 hrs	4 hrs	20 hrs
BA	PACE Instructor	\$195	22 hrs	~	~	22 hrs
BA	RW Instructor	\$95	1 hrs	~	21 hrs	22 hrs
AA	RW Instructor, Advanced	\$195	8 hrs	~	14 hrs	22 hrs
BA	Introduction to RW Coaching	\$150	2 hrs	6 hrs	~	8 hrs
BA	RW Coaching Skills	\$150	0 hrs	7 hrs	~	7 hrs
BA	Conflict Coaching	\$150	10 hrs	8 hrs	10 hrs	28 hrs
BA	RW Life Coaching	\$250	10 hrs	12 hrs	14 hrs	36 hrs
AA	RW Coaching, Advanced	\$295	14 hrs	12 hrs	20 hrs	46 hrs
C	Certified RW Coach (annual)	\$95	10 hrs	4 hrs	150 hrs	~
BA	RW Conciliator	\$295	4 hrs	8 hrs	10 hrs	22 hrs
AA	RW Conciliator, Advanced	\$295	4 hrs	8 hrs	10 hrs	22 hrs
C	Certified RW Conciliator (annual)	\$95	10 hrs	4 hrs	150 hrs	~
	Certificate in Applied RW	\$295	12 hrs	10 hrs	10 hrs	32 hrs
F = Foundational		BA = Basic Assisting		AA = Advanced Assisting		C = Certification

1. Cost covers registration fees and does not include cost of books. Since higher level courses require the completion of lower level prerequisites, the total investment for higher level courses is the sum of all the related costs and time requirements. For example, the combined cost for *PACE Instructor* training is **\$293** (\$49+\$49+\$195).
2. Study hours are approximate and will vary from person to person. For example, although most people take about 10 hours to complete the *Discovering Relational Wisdom* course, others have invested 30 or more hours in the course as they read all of the additional optional articles and write longer answers to application questions.
3. Several courses have some of the same study requirements, so the time and cost to complete additional higher level courses is often less than indicated in this chart. For example, several hours of the time invested in a *PACE Instructor Certificate* also applies to the time required for an *Introduction to RW Coaching Certificate*. Many of these hours would also apply to *RW Shepherd* and *RW Conciliator* training. Thus, the completion of higher level courses usually requires less time than indicated on the chart above.





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## DISCOVERING RELATIONAL WISDOM™ CERTIFICATE

Cost: \$49 | Study Time: 10 hours

Relational wisdom (RW), in essence, is your ability to love God with all your heart and to love your neighbor as yourself ... in other words, RW is simply your ability to live out the two Great Commandments as summarized by Jesus in Matthew 22:37-39.

In modern terms, relational wisdom may be defined as a biblically-grounded, gospel-driven form of emotional intelligence that enables you to discern emotions, interests and abilities in yourself and others, to interpret this information in the light of God's Word, and to use these insights to manage your responses and relationships constructively.

One of the easiest ways to begin improving your relational wisdom is to go through RW360's **online course**, *Discovering Relational Wisdom*, which is available for \$49 through the [RW Academy](#). You can complete the course on your own, but studying with a spouse, friend or co-worker makes the training more enjoyable and life-changing.

Another way you could study these concepts is to lead an eight-week *Discovering Relational Wisdom* **group study**. Group study sets are available in both a [faith-based \(Christian\) version](#), which is designed for Sunday school or a home study group, and a [values-based \(secular\) version](#), which is designed for use in the workplace and other secular settings for [professional development](#).

No special training is required to lead a group study since all of the actual teaching is provided by video (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.

You can use these resources to teach relational wisdom to **every person in your church, ministry or business** as a way to strengthen relationships, improve unity and teamwork and equip people with skills that enable them to "get upstream of conflict."

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For more information on how to use these resources to train your staff in a business, school or other organization, [click here](#).

For more information on how to host a **live seminar or webinar** to introduce your church, ministry, business, school or other organization to these concepts, [click here](#).

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## RELATIONAL PEACEMAKING™ CERTIFICATE

Cost: \$49 | Study Time: 12-14 hours

RW360's Relational Peacemaking course integrates relational wisdom with the peacemaking principles set forth in *The Peacemaker: A Biblical Guide to Resolving Personal Conflict*.

This training will strengthen your ability to live out the peacemaking concepts of confession, repentance, correction, forgiveness, negotiation, mediation and arbitration to resolve conflicts in a way that honors God, promotes justice, restores relationships and, most importantly, demonstrates the reconciling power of the gospel.

One of the easiest ways to begin improving your peacemaking skills is to go through RW360's **online course**, [Relational Peacemaking](#). You can complete the course on your own, but studying with a spouse, friend or co-worker makes the training more enjoyable and life-changing.

Another way you could study these concepts is to lead a twelve-week [Relational Peacemaking group study](#). This study is currently available in a faith-based (Christian) version, which is designed for Sunday school or a home study group, and will eventually be available in a values-based (secular) version, which is designed for use in the workplace and other secular settings for [professional development](#).

No special training is required to lead a group study since all of the actual teaching is provided by video (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.

You can use these resources to teach biblical conflict resolution to **every person in your church, ministry or business** to strengthen relationships, improve unity and teamwork and equip people with skills that enable them to "get upstream of conflict."

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For more information on how to use these resources to train your staff in a business, school or other organization, [click here](#).

For more information on how to host a **live seminar or webinar** to introduce your church, ministry, business, school or other organization to these concepts, [click here](#).

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## RW SHEPHERD™ CERTIFICATE

**Purpose:** RW Shepherd training is designed to equip pastors and other church leaders with an introduction to gospel-based relational wisdom, peacemaking and conciliation 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. Among other things, this training is designed to prepare a church leader to understand and support the services that can be provided through a Peace Sower Team.

**Cost:** \$195 | **Study:** 20 hrs | **Practicum:** 0 hrs | **Experience:** 4 hrs | **Total Time:** 24 hrs

**Prerequisites:** (1) Complete *Discovering Relational Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#). Complete crossover lessons 4 and 6 in *Exploring Relational Wisdom* (values-based course); (2) Complete *Relational Peacemaking Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#).

### Training Requirements:

- 1) Pay \$195 registration fee.
- 2) Affirm RW360's [Statement of Faith](#).
- 3) Obtain three positive personal references.
- 4) Read and write short summaries of *The Peacemaker* (Sande), [Guiding People Through Conflict](#) (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves) and select articles.
- 5) Complete emotional intelligence evaluation.
- 6) Complete *The Relationally Wise Leader* (online lesson).
- 7) Complete *RW and Pastoral Ministry* (online lesson).
- 8) Complete *Introduction to Christian Conciliation* (online lesson).
- 9) Complete hypothetical and real-life case studies on applying relational wisdom and peacemaking in pastoral ministry (see sample situations [here](#)); and

**Simultaneous PACE Instructor Certificate:** You may simultaneously earn a PACE Instructor Certificate (without paying the additional \$195 application fee) by completing these additional requirements:

- 1) Read PACE materials
- 2) Complete online lesson *Using RW for Witnessing*.

REGISTER HERE



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## ADVANCED RW SHEPHERD™ CERTIFICATE<sup>1</sup>

**Purpose:** Individuals who demonstrate substantial skill and experience as an RW Shepherd may apply for advanced training that will enhance their ability to build a relational culture in their church by modeling, teaching and assisting others in practicing RW and peacemaking in challenging life situations (1 Tim. 4:15).

Advanced RW Shepherds are trained to implement RW360's legal risk management resources to reduce exposure to legal liability while carrying our pastoral ministry. They are also equipped to use RW360's [values-based](#) resources for community outreach, evangelism and church growth (see [Using RW for Witnessing and Evangelism](#)).

**Cost:** \$195 | **Study:** 14 hrs | **Practicum:** 2 hrs | **Experience:** 4 hrs | **Total Time:** 24 hrs

**Prerequisites:** RW Shepherd Certificate

### Training Requirements:

- 1) Submit an Application for Advanced RW Shepherd Training (acceptance is dependent on performance during RW Shepherd training).
- 2) Pay \$195 registration fee.
- 3) Read *Feelings and Faith* (Borgman), *Emotional Intelligence* (Goleman), *Coaching in Ministry* (Webb) and select articles.
- 4) Read *A Biblical Model of Emotional Intelligence* (Littrel)
- 5) Complete *Guarding Against the Misuse of Power* (online lesson).
- 6) Complete *RW and Marriage Counseling* (online lesson).
- 7) Complete *Leading Change* (online lesson).
- 8) Complete *Reducing Legal Risks of Pastoral Ministry* (online lesson).
- 9) Complete Theology and Principles of RW Exam.
- 10) Complete hypothetical and real life case studies on applying relational wisdom and peacemaking in pastoral ministry ([see sample situations here](#)).

**Simultaneous RW Instructor Certificate:** You may simultaneously earn an RW Instructor Certificate (without paying the additional \$95 application fee) by completing these additional requirements:

- 1) Complete *Facilitating Transformative Group Studies* (online lesson)
- 2) Facilitate a *Discovering Relational Wisdom* group study.
- 3) Facilitate a *Relational Peacemaking* group study.

**Iron Sharpening Iron:** Individuals who complete this training will be invited to participate in quarterly online discussions of insights, best practices and real-life case studies for RW Shepherds.

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<sup>1</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.



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## PACE™ INSTRUCTOR CERTIFICATE

**Purpose:** PACE (Professional and Community Engagement) Instructors are equipped to present 1-hour introductory seminars on relational wisdom in secular venues to strengthen people’s relational and peacemaking skills and give them the opportunity to encounter a Christian worldview and the gospel of Christ. Teaching venues may include:

- Businesses
- Government agencies (city, county, state and federal)
- Professional offices (accounting, financial management, insurance, etc.)
- Banks and credit unions
- Law firms, law schools and bar associations
- Hospitals, medical clinics and other medical offices
- Hotels, restaurants and other hospitality venues
- Grocery Stores
- Public schools
- Colleges and universities
- Law enforcement and first responders
- Military bases (active service, reserves, national guard, ROTC)
- Nonprofit organizations (food bank, YMCA, Tumbleweed, United Way, etc.)
- Underserved Communities
- Staff in retirement and nursing homes

PACE Instructors should have a proven gift for teaching and be comfortable engaging secular audiences and responding to challenging questions in a gracious and professional manner. Since PACE seminars are presented for free as a form of community service, PACE Instructors should be able to volunteer at least two hours each month to carry out this type of ministry. In order to be successful in this type of ministry, PACE Instructors should be “people persons” who enjoy engaging strangers and marketing biblically-grounded, professional quality training that will benefit others.

**For more information, see [PACE Program](#), [PACE FAQs](#)  
and [Using RW for Outreach, Evangelism and Church Growth](#).**

PACE Instructors will have access to custom PowerPoint presentations, videos, teaching handouts and marketing and promotion resources when they complete this training.

**Cost:** \$195 | **Study:** 22 hours | **Application:** 0 hours | **Total Time:** 22 hours

This course may be taken either before or after the RW Instructor Course. If taken after the RW Instructor course, you will have already completed the requirements marked with “\*\*”.



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**Prerequisites:** (1) Complete *Discovering Relational Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#). Complete crossover lessons 4 and 6 in *Exploring Relational Wisdom* (values-based course); (2) Complete *Relational Peacemaking Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#).\*\*

**Training requirements:**

- 1) Pay \$195 registration fee.
- 2) Affirm RW360's [Statement of Faith](#).\*\*
- 3) Participate in personal video interview to evaluate qualifications and calling as a PACE Instructor.\*\*
- 4) Obtain three positive personal references.\*\*
- 5) Read and write short summaries of *The Peacemaker* (Sande), [Guiding People Through Conflict](#) (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves) and select articles.
- 6) Read all of resources taught or referenced in the PACE Program.\*\*
- 7) Watch *Using RW for Witnessing* (online lesson).
- 8) Complete *Marketing and Promoting PACE Seminars* (online lesson).
- 9) Complete *How to Teach a PACE Seminar* (online lesson).
- 10) Watch sample PACE seminar presentation (online video).
- 11) Demonstrate a mastery of RW FAQs during a 30-minute live interview.

**Simultaneous Training:** You may earn this Certificate (without paying the \$195 registration fee) while completing the requirements for an RW Shepherd Certificate.

**Additional Recommended Training:** PACE Instructors are encouraged to enhance their teaching and application skills by pursuing an *Advanced RW Instructor Certificate* and an *Introduction to RW Coaching Certificate* and by attending a [Relational Wisdom Summit](#).



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## RW INSTRUCTOR™ CERTIFICATE

**Purpose:** RW Instructors are trained to facilitate **video-based group studies** on relational wisdom and peacemaking through Sunday school classes and small group studies. Instructor training is designed to improve your ability to facilitate both [faith-based](#) and [values-based](#) study groups by leading interactive discussions, asking insightful questions and assisting people in learning how to apply these concepts in their daily lives.

RW Instructors may facilitate classes in their churches using the videos from free courses from the RW Academy, including [Using Relational Wisdom for Witnessing](#), [The Relationally Wise Leader](#) and [Relational Wisdom in the Workplace](#).

**Cost:** \$95 | **Study:** 1 hrs | **Practicum:** 0 hrs | **Experience:** 21 | **Total Time:** 22 hours<sup>2</sup>

This course may be taken either before or after the PACE Instructor Course. If taken after the PACE course, you will have already completed the requirements marked with “\*\*\*”.

**Prerequisites:** (1) Complete *Discovering Relational Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#). Complete crossover lessons 4 and 6 in *Exploring Relational Wisdom* (values-based course); (2) Complete *Relational Peacemaking Wisdom* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#).\*\*

### Training requirements:

- 1) Pay \$95 registration fee.
- 2) Affirm RW360's [Statement of Faith](#).\*\*
- 3) Obtain three positive personal references.\*\*
- 4) Read and familiarize yourself with [Guiding People Through Conflict](#) (Sande)
- 5) Read and write short summaries of *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves), *Teaching to Change Lives* (Hendricks) and select articles.\*\*
- 6) Complete *Facilitating Transformative Group Studies* (online lesson).
- 7) Facilitate a Discovering Relational Wisdom Group Study
- 8) Facilitate a Relational Peacemaking Group Study

**Simultaneous Training:** You may earn this RW Instructor Certificate (without paying the \$95 registration fee) while completing the requirements for an Advanced RW Shepherd Certificate.

**Peace Sower Team:** Individuals who complete this training will be prepared to serve on a [Peace Sower Team](#) in their church, ministry or business.

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<sup>2</sup> These numbers apply if you have already completed a PACE Instructor Certificate. If not, add 15 hours of study to these numbers.



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## ADVANCED RW INSTRUCTOR™ CERTIFICATE<sup>3</sup>

**Purpose:** Individuals who demonstrate substantial skill and experience as an RW Instructor may apply for advanced training that prepares them for an expanded teaching ministry that includes:

- Teaching of the relational wisdom and peacemaking courses through live webinars and seminars (rather than using teaching videos);
- Customizing the courses for particular venues, such as the workplace, men's or women's retreats, prisons, military, missions, etc.);
- Being included on RW360's online [Directory](#);
- Teaching on a professional (fee based) basis (see e.g., [Anchor Point with Patti Damiani](#) and [Lessons for Life with James Long, Jr.](#));
- Using RW360's [values-based](#) resources to teach seminars in a wide variety of secular venues (see [Using RW for Outreach and Evangelism](#) and [RW Training Strengthens Both Businesses and Families](#)).
- Access to RW360 promotional resources, such as the pocket portfolio, bulletin inserts and posters and promotional videos.

**Cost:** \$295 | **Study:** 8 hours | **Application:** 14 hours | **Total Time:** 22 hours

**Prerequisites:** PACE Instructor Certificate and RW Instructor Certificate

### Training requirements:

- 1) Submit an Application for Advanced RW Instructor Training (acceptance is dependent on performance during PACE Instructor and RW Instructor training).
- 2) Pay \$295 registration fee.
- 3) Participate in personal video interview.
- 4) Obtain three positive teaching assessments.
- 5) Read and write 250 word summaries of *Feelings and Faith* (Borgman) and select articles.
- 6) Pass an exam on the theology and principles of RW and peacemaking.
- 7) Teach at least four webinars or live seminars totalling at least 14 hours.<sup>4</sup>

**Iron Sharpening Iron Webinars:** Advanced RW Instructors will be invited to participate in quarterly webinar discussions designed to enhance their skills through focused discussions and real-life case studies.

**Continuing Education Requirements:** In order to be included on RW360's Directory and to participate in Iron Sharpening Iron webinars, Advanced RW Instructors are required to teach RW or peacemaking at least ten (10) hours per year in at least five (5) presentations and to complete five (5) hours of approved continuing education.

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<sup>3</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.

<sup>4</sup> The PowerPoint presentations and videos required for this teaching will be provided when you have completed the other requirements for this certificate.





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**Additional Recommended Training:** RW Instructors are encouraged to enhance their teaching and application skills by pursuing a *Introduction to RW Coaching Certificate* and by attending a [Relational Wisdom Summit](#).

## INTRODUCTION TO RW COACHING™ CERTIFICATE COACHING FRIENDS IN EVERYDAY CONVERSATIONS

**Purpose:** Introduction to Coaching training will equip you to have an informal personal conversation with friends, coworkers or family members, perhaps over coffee or a meal, in which you assist them in discerning and planning ways that they can make wise life choices, strengthen specific relational skills or restore strained relationships by applying relevant principles of relational wisdom or biblical peacemaking.

These coaching skills can be used informally with friends, family and coworkers, and are especially helpful to pastors, church leaders and business managers who want to help others improve their relational skills and learn how to make wise choices on their own.

This training provides a brief introduction to the four-step *RW Coaching Paradigm* and shows how it can be applied in a variety of life situations. It will also help you to evaluate how relevant these skills are to your life and to decide whether to continue with further coaching training.



**Cost:** \$150 | **Study:** 2 hours | **Practicum:** 6 hours | **Experience:** 0 | **Total Time:** 8 hours

**Prerequisites:** Complete either *Discovering Relational Wisdom 3.0* or *Relational Peacemaking*, either online through the [RW Academy](#) or by leading a group study of one of these courses, which are available through the [RW360 Bookstore](#).

### Training requirements:

- 1) Pay \$150 registration fee.
- 2) Affirm RW360's [Statement of Faith](#).
- 3) Complete a six-hour [Introduction to Coaching Practicum](#), which is available online through the [RW Academy](#). This practicum is occasionally available as a live pre-conference event.

Individuals who experience repeated opportunities to serve others through informal coaching may enhance these skills by pursuing further training in RW skills coaching or conflict coaching.

REGISTER HERE

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## RW COACHING SKILLS™ CERTIFICATE

**Purpose:** Coaching Skills training is designed to complement and enhance the Introduction to RW Coaching course. It focuses on four crucial coaching skills: mindset, active listening; asking powerful questions; and creating effective action steps. This course will provide opportunities to both learn and practice these enhanced skills.

This training provides practice in applying the four-step *RW Coaching Paradigm*, but these skills apply equally well to RW360's other academic offerings (shepherding, instructing and conciliation).

**Cost:** \$150 | **Study:** 0 hours | **Practicum:** 7 hours | **Experience:** 0 | **Total Time:** 7 hours

**Prerequisites:** Complete *Introduction to RW Coaching* course.

**Training requirements:**

- 1) Pay \$150 registration fee.
- 2) Complete the [Coaching Skills Practicum](#), which is comprised of three webinars, totalling 7 hours.

Individuals who experience repeated opportunities to serve others through informal coaching may enhance these skills by pursuing further training in RW life coaching or conflict coaching.



REGISTER HERE

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## RW LIFE COACHING™ CERTIFICATE <sup>5</sup>

**Purpose:** RW Life Coaching training is a relationally focused form of life coaching that helps others to accelerate their growth in relational wisdom, enabling them to build stronger relationships and “get upstream of conflict.” This course will equip students with the knowledge and practical experience needed to provide coaching assistance over multiple coaching sessions.

This course is ideal for members of church-based Peace Sower teams, church leaders, educators, supervisors, parents, and anyone else in a position to help others grow in faith and practice.

A key goal of this type of coaching is to help others strengthen and apply relational wisdom so they enjoy more fulfilling relationships and are less likely to experience serious relational problems that would eventually require pastoral intervention or prolonged counseling.



**Cost:** \$250 | **Study:** 10 hrs | **Practicum:** 12 hrs | **Experience:** 14 hrs | **Total:** 36 hrs

**Prerequisites:** (1) Complete *Discovering Relational Wisdom 3.0*, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#); (2) *Introduction to RW Coaching Certificate*; and (3) *RW Coaching Skills Certificate*.

### Training requirements:

- 1) Pay \$150 registration fee.
- 2) Obtain three positive personal references regarding.
- 3) Read *The COACH Model* (Keith Webb) and complete written exercises applying key principles and skills.
- 4) Complete *RW Life Coaching Practicum* (12-hour webinar).
- 5) Complete 12-hours of practical experience, overseen by a mentor.
- 6) Demonstrate RW Life Coaching competencies as demonstrated in a record coaching session as evaluated by a mentor coach.

**Peace Sower Team:** Individuals who complete this training will be prepared to serve as a volunteer on a [Peace Sower Team](#) in their church, ministry or business.

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<sup>5</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.



## CONFLICT COACHING CERTIFICATE <sup>6</sup>

**Purpose:** RW Conflict Coaching training will equip you assist others in applying the principles of relational wisdom and peacemaking to resolve specific existing conflicts.

**Cost:** \$150 | **Study:** 10 hrs | **Practicum:** 8 hrs | **Experience:** 10 hrs | **Total:** 28 hrs

**Prerequisites:** (1) Complete *Relational Peacemaking* course, either online through the [RW Academy](#) or by leading a group study, which is available through the [RW360 Bookstore](#); (2) *Introduction to RW Coaching Certificate*; and (3) *RW Coaching Skills Certificate*.

### **Training requirements:**

- 1) Pay \$150 registration fee.
- 2) Obtain three positive personal references.
- 3) Read and write short summaries of *The Peacemaker* (Sande) and select articles, plus written exercises applying key principles and skills.
- 4) Complete *Conflict Coaching Practicum* (12-hour webinar).
- 5) Pass Basic Conflict Coaching Principles Exam.
- 6) Complete 10-hours of practical experience, overseen by a mentor.

**Peace Sower Team:** Individuals who complete this training will be prepared to serve as a volunteer on a [Peace Sower Team](#) in their church, ministry or business.

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<sup>6</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.



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## ADVANCED RW COACH™ CERTIFICATE <sup>7</sup>

**Purpose:** Individuals who demonstrate substantial skill and experience as an RW Coach may apply for advanced training that prepares them for an expanded coaching ministry that includes:

- Greater skill and credibility as an RW Coach;
- Being added to RW360's online [Directory](#); and
- Providing coaching services on a fee basis (see e.g., [Anchor Point with Patti Damiani](#)); and
- Access to RW360 promotional resources, such as the pocket portfolio, bulletin inserts and posters, promotional videos and revenue sharing on resource sales.

**Cost:** \$295 | **Study:** 14 hrs | **Practicum:** 12 hrs | **Experience:** 10 hrs | **Total:** 36 hrs

**Prerequisites:** (1) *Introduction to RW Coaching Certificate*; (2) *Coaching Skills Certificate*; (3) *RW Life Coaching Certificate*; and (4) *Conflict Coaching Certificate*.

### **Training requirements:**

- 1) Submit an Application for Advanced RW Coach Training (acceptance is dependent on performance during previous training).
- 2) Pay \$295 application fee.
- 7) Reading select books plus written essays describing key “takeaways” and practical examples of how you plan to apply these principles in your life.
- 3) Complete *Advanced RW Coaching Practicum* (12-hour webinar).
- 4) Pass Advanced Coaching Principles Exam.
- 5) Complete 10-hours of practical experience.

**Advanced Training Grandfathering:** Individuals who have previously completed other training in coaching 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 training.

**Iron Sharpening Iron Webinars:** Advanced RW Coaches will be invited to participate in quarterly webinar discussions designed to enhance their skills through focused discussions and real-life case studies.

**Continuing Education Requirements:** In order to be included on RW360's Directory and to participate in quarterly Iron Sharpening Iron webinars, Advanced RW Coaches will be required to complete approved continuing education training and a specified number of hours of mentor coaching every three years.

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<sup>7</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.



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## CERTIFIED RW COACH™ CERTIFICATE

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 at a **professional level**. We are still developing the requirements and terminology for this level of professional training and certification. In general, however, in order to be certified as an RW Coach, individuals will be required to:

1. Demonstrate a high level of experience and competence as an Advanced RW Coach, either by working closely with another Certified RW Coach for several hours in actual coaching cases or by passing a detailed interview process led by a panel of Certified RW Coaches.
2. Serve as a coach for specified number of hours per year (e.g., 12 hours per month).
3. Participate regularly in online Iron Sharpening Iron Webinars that foster continued skill development and interaction with like-minded coaches.
4. Complete approved continuing education training and a specified number of hours of mentor coaching every three years.
5. Conduct their practice consistent with RW360's [Standard of Conduct for Christian Conciliation](#) and accountability policies (see, e.g., [Conciliator Grievance Policy](#)).



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## RW CONCILIATOR™ CERTIFICATE <sup>8</sup>

**Purpose:** RW Conciliator training will equip you to mediate disputes between others by improving communication and understanding, promoting reconciliation through mutual confession and forgiveness, and assisting them in negotiating a voluntary settlement of their differences (see [Guiding People Through Conflict](#) and [Handbook for Christian Conciliation](#)).

**Cost:** \$295 | **Study:** 4 hrs | **Practicum:** 8 hrs | **Experience:** 10 hrs | **Total:** 22 hrs

**Prerequisites:** (1) *Introduction to RW Coaching Certificate*; (2) *Coaching Skills Certificate*; (3) *Conflict Coaching Certificate*

### **Training requirements:**

- 1) Submit an Application for RW Conciliator Training (acceptance is dependent on performance during Conflict Coaching training).
- 2) Pay \$295 registration fee.
- 3) Complete *Interest Based Negotiation* (online lesson).
- 4) Complete *Biblical Mediation* (online lesson).
- 5) Complete *Biblical Mediation Practicum* (online).
- 6) Complete Basic Conciliation Principles Exam.
- 7) Complete 10-hours of practical experience.

**Peace Sower Team:** Individuals who complete this training will be prepared to serve on a [Peace Sower Team](#) in their church, ministry or business.

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<sup>8</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.





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## ADVANCED RW CONCILIATOR™ CERTIFICATE <sup>9</sup>

**Purpose:** Individuals who demonstrate substantial skill and experience as an RW Conciliator may apply for advanced training that prepares them for an expanded conciliation ministry that includes:

- Greater skill and credibility as an RW Conciliator;
- Issuing binding arbitration decisions;
- Being added to RW360's online [Directory](#); and
- Providing conciliation services on a fee basis (see, e.g., [Crossroads Resolution Group with David Schlachter, Allison Pickering and Paul Cornwell](#) and [Freeman Conflict Services](#)); and
- Access to RW360 promotional resources, such as the pocket portfolio, bulletin inserts and posters, promotional videos and revenue sharing on resource sales.

**Cost:** \$295 | **Study:** 4 hrs | **Practicum:** 8 hrs | **Experience:** 10 hrs | **Total:** 22 hrs

**Prerequisites:** (1) RW Conciliation Certificate

**Training Requirements:** This advanced training process is scheduled for.

**Advanced Training Grandfathering:** Individuals who have previously completed other training in 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.

**Iron Sharpening Iron Webinars:** Advanced RW Conciliators will be invited to participate in quarterly webinar discussions designed to enhance their skills through focused discussions and real-life case studies.

**Continuing Education Requirements:** In order to be included on RW360's Directory and to participate in quarterly Iron Sharpening Iron webinars, Advanced RW Conciliators are required to conciliate for at least fifty (50) hours per year (~4 hours/month) with at least five (5) people, and also complete ten (10) hours of approved continuing education.

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<sup>9</sup> This course is currently under construction. You may begin completing prerequisites at your convenience.



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## CERTIFIED RW CONCILIATOR™ CERTIFICATE

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 conciliators at a **professional level**.

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

1. Submit an Application for Certified RW Conciliator Training;
2. Demonstrate a high level of experience and competence as an Advanced RW Conciliator, either by working closely with another Certified RW Conciliator for several hours in actual conciliation cases or by passing a detailed interview process led by a panel of Certified RW Conciliators.
3. Pay annual \$95.
4. Serve as a conciliator for at least 150 hours per year (~12 hours per month);
5. Participate regularly in Iron Sharpening Iron Webinars that foster continued skill development and interaction with like-minded conciliators;
6. Acquire at least ten hours of approved continuing education per year; and
7. Conduct their practice consistent with RW360's [Standard of Conduct for Christian Conciliation](#) and accountability policies (see, e.g., [Conciliator Grievance Policy](#)).



## CERTIFIED RELATIONAL WISDOM MILITARY INSTRUCTOR™

**Purpose:** A Certified RW Military Instructor is equipped to teach the concepts of relational wisdom (RW) and relational peacemaking (RP) using RW360's Group Study Sets, which include teaching videos, PowerPoint presentations, study guides and discussion questions contextualized for a military setting.

### **Background Information:**

To learn about the benefits of teaching relational wisdom and relational peacemaking, see [EI in the Military-Deploying Our Most Powerful Weapon](#), [Fifteen Ways that RW Builds Readiness, Spiritual Fitness and Resilience in the Military](#), [RW Strengthens Both Families and Businesses](#) and [RW for Military Chaplains](#).

**Prerequisites:** None.

**Virtual Training:** \$300 | **Study:** 24 hrs | **Practicum:** 6 hrs | **Total Time:** 30 hrs

**Live Training:** \$600 (minimum of 10 students) | **Study:** 12 hrs | **Practicum:** 6 hrs | **Total Time:** 18 hrs

**Live Training:** RW360 live 3-day training is approved under the U.S. Army's *Building Strong and Ready Teams Program*.

### **Training Requirements:**

- 1) Complete *Exploring Relational Wisdom*.<sup>10</sup>
- 2) Complete *Resolving Everyday Conflict*.
- 3) Read and Summarize *Habits of a Peacemaker* (or *The Peacemaker*), *Emotional Intelligence 2.0*, and *7 Laws of Teaching* (or *Teaching to Change Lives*).
- 4) Complete *Military Instructor Practicum*, which includes training on educational methodology, case studies and military applications, and promotional strategies.

### **Certified Relational Wisdom Military Chaplain Training**

To develop their shepherding, coaching and conciliation skills, Certified RW Instructors may pursue further training to become a Certified RW Military Chaplain™.

### **Additional Training Options:**

After completing either the Certified RW Military Instructor course or the Certified RW Military Chaplain course, chaplains may pursue further training to expand their skills and enhance their post-military career opportunities (e.g., pastoral ministry or professional consulting, life coaching or conciliation work) by pursuing these training tracks:

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<sup>10</sup> *Exploring RW* and *Resolving Everyday Conflict* are taught in values-based (secular) formats that are compatible with all worldviews and religions. Thus, they qualify as being "faith-informed" rather than "faith-based," and are fundable under 10 USC §1789. Similar courses are available in faith-based formats for individuals who identify with a Christian worldview. Individuals who complete Certified RW Military Instructor training are equipped and authorized to use whichever version of these resources best suits a particular audience.



## PRACTICAL APPLICATIONS

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- Advanced or Certified RW Shepherd
- Advanced or Certified RW Instructor
- Advanced or Certified RW Coach
- Advanced or Certified RW Conciliator



# PRACTICAL APPLICATIONS

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## CERTIFIED RELATIONAL WISDOM® MILITARY CHAPLAIN™

**Purpose:** A Certified Relational Wisdom Military Chaplain™ is equipped to improve readiness, resilience and spiritual fitness by motivating, teaching and coaching military members and their families to use the principles of enhanced emotional intelligence and peacemaking to improve relational and problem-solving skills, proactively prevent conflict, resolve unavoidable conflict and build healthy families that support long-term military service.

### **Background Information:**

To learn about the benefits of teaching relational wisdom and relational peacemaking, see [EI in the Military-Deploying Our Most Powerful Weapon](#), [Fifteen Ways that RW Builds Readiness, Spiritual Fitness and Resilience in the Military](#), [RW Strengthens Both Families and Businesses](#) and [RW for Military Chaplains](#).

**Prerequisites:** None.

**Cost:** \$995\* | **Study:** 69 hrs | **Practicum:** 33 hrs | **Experience:** 48 hrs | **Total Time:** 150 hrs

\*The combined value of the various components of this training is \$2,500. Cost will be reduced to \$775 for chaplains who have completed *RW Military Instructor Training*.<sup>11</sup>

### **Training Requirements (All these courses are Christian Faith-Based):**

- 1) Complete foundational training in relational wisdom (enhanced emotional intelligence) using Discovering Relational Wisdom course.
- 2) Complete foundational training in enhanced conflict resolution Relational Peacemaking course
- 3) Complete RW Shepherd Course
- 4) Complete RW Instructor Course
- 5) Complete Conflict Coaching Course (after completing two prerequisite courses: Introduction to RW Coaching and RW Coaching Skills)
- 6) Complete RW Life Coaching Course

### **Additional Training Options:**

After completing this course, chaplains may pursue further training to expand their skills and enhance their post-military career opportunities (e.g., pastoral ministry or professional consulting, life coaching or conciliation work) by pursuing these additional training tracks:

- Advanced or Certified RW Shepherd
- Advanced or Certified RW Instructor
- Advanced or Certified RW Coach
- Advanced or Certified RW Conciliator

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<sup>11</sup> This introductory price will be in effect through June 2025, when it may be increased by \$250.

## CERTIFICATE IN APPLIED RELATIONAL WISDOM™

**Purpose:** This program is designed to strengthen individuals' emotional intelligence, relational and conflict resolution skills by providing students opportunities to learn and apply these principles in specific life venues, such as schools, workplace management, healthcare, law enforcement and the military. For example:

- [Enhancing Relational Skills and Reducing Conflict in a Christian School](#)
- [Enhancing Relational Skills and Reducing Conflict in a Public School](#)

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:

- 1) Pay \$295 registration fee.
- 2) Obtain three positive personal references.
- 3) Read and write short summaries of *The Peacemaker* (Sande), *Emotional Intelligence 2.0* (Bradberry and Greaves), [Guiding People Through Conflict](#) (Sande) and select articles.
- 4) Complete emotional intelligence evaluation.
- 5) Complete the online lesson relevant to your venue.
- 6) Complete hypothetical case studies.
- 7) Complete personal case studies.<sup>12</sup>

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<sup>12</sup> The new applied RW courses are scheduled for release in 2025.