



## Associate Engagement Process

All prospective trainers and coaches must demonstrate both experience of working in their field of specialisation as well as a proven track record of delivery to clients.

All prospective associate trainers and coaches are interviewed to assess their ethos, quality, CV, accreditations, profile, who else they work for, references, etc.

Assessment is made of the trainer's style and delivery. This may be done by delivery of a short training session for ST\*R Learning. This is not always necessary as they may have been approved by and worked for Roger Stent at his previous company Invicta Training or they may have been part of a peer group when ST\*R Learning has been operating as an associate to other organisations. Trainers may also be assessed when Roger Stent or Carolle Thompson are undertaking their own CPD. It is preferred that trainers use accelerated learning techniques and are TAPS accredited or similar.

Executive coaches and leadership mentors must be able to demonstrate a proven track record and relevant qualifications to a minimum of Level 5 but preferably Level 7, with membership of a professional body such as the Association of Coaching.

Following the assessment outlined above, associates are asked to sign our Reciprocal Services Agreement that includes our Equal Opportunities Policy and Health and Safety Policy. Their tax status is clarified with regard to IR35 and a copy of their insurance policy is required.

A trainer profile is compiled and held on record for use when deciding which trainers are to be proposed for a particular project.