

Polyvagal-Informed Certificate Program for Non-Clinical Organizations

How Can Safety and Connection at Work Benefit Your Organization?

According to Harvard Business Review, we live in a VUCA world filled with volatility, uncertainty, complexity, and ambiguity. This environment runs contrary to the inherent need for safety and connection that is embedded in our biology. Building a culture of physiological safety and connection through increased awareness of our nervous system fluctuations can serve to build a healthier company culture as well as support achievement of organizational goals.

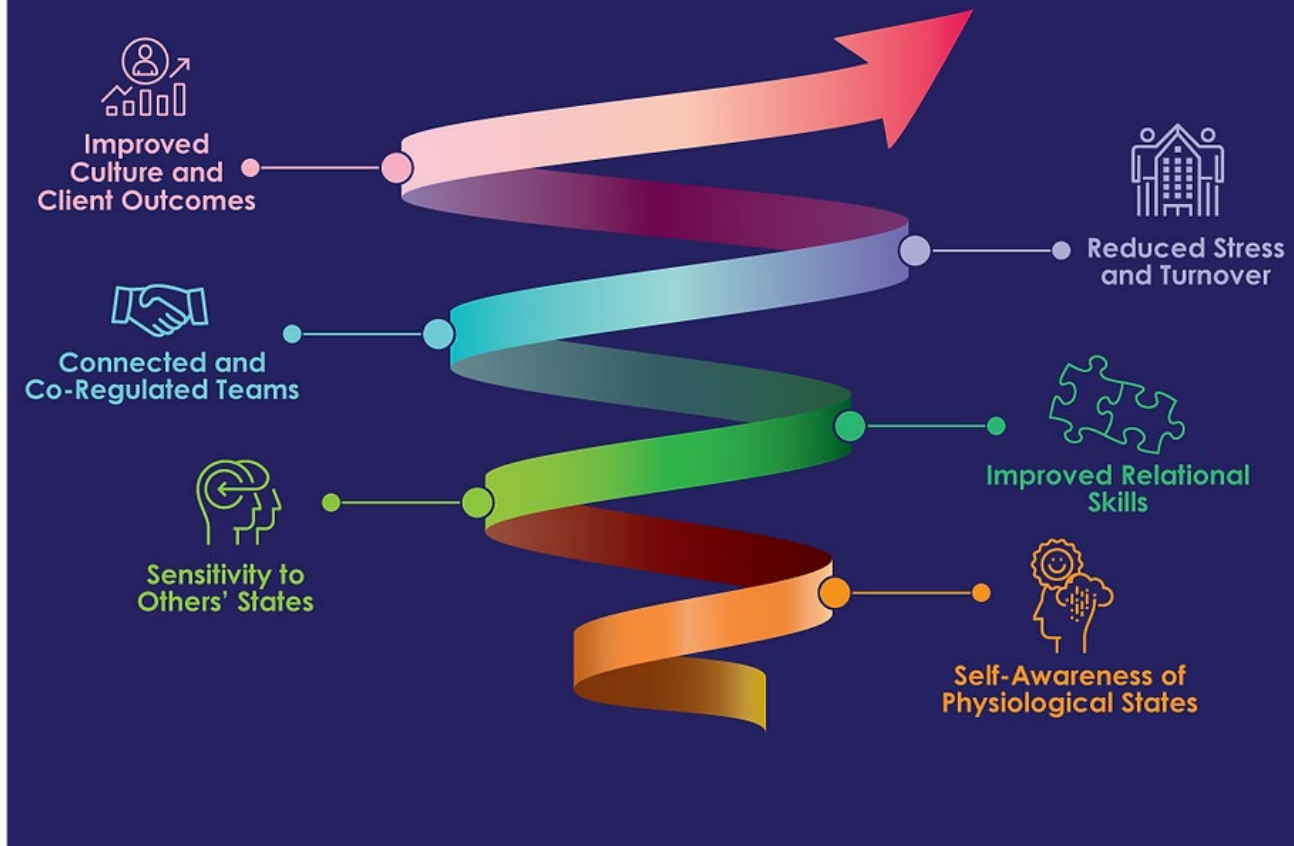
Disruptions in Safety Affect Multiple Bottom Lines

Protect your organization's most valuable resources - the individuals who work there. The return on investment for becoming a Polyvagal-Informed helps organizations thrive in the following ways:

1. **Organizations** Retain top talent by prioritizing a prosocial, positive workplace culture committed to foundational psychological safety, stability, transparency, and trust.
2. **Teams/Relational** Polyvagal-Informed leadership helps cultivate collaboration, community engagement, risk-taking, shared goals, facilitate trust, drive innovation, and acceleration.
3. **Individuals**- Reduce stress, increase health, creativity, motivation and relational skills.
4. **Client Facing Roles**- Increase revenue, productivity as well as personal connections. We all prefer to do business with people we connect with.
5. **Empowers employees** to bring the knowledge gained from PV-I training to other parts of their lives, improving life balance and relationships with partners, spouses, children.

The program engenders an awareness that our physiological state drives our behavior (rather than conscious intention driving it). With this awareness comes an increased sense of compassion among colleagues as well as for clients and patients. It also creates an 'upward spiral' within the organization's culture, which impacts the organization's effectiveness and profitability which impacts the organization's clinical outcomes, staff happiness, and overall effectiveness.

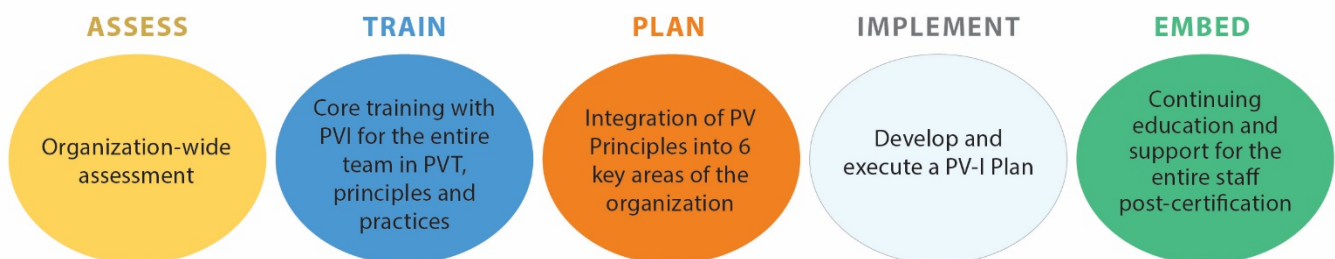
Polyvagal-Informed Upward Spiral



PROGRAM DESCRIPTION

The core training occurs over a few weeks; however, ongoing education is provided to ensure PV-Informed Principles are firmly embedded. Training includes the following 5 phases:

- **ASSESS:** Organization-wide assessment
- **TRAIN:** Core training for the entire team in PVT
- **PLAN:** Integration of PV Principles into 6 key areas of the organization
- **IMPLEMENT:** Creating and Executing a PV Plan
- **EMBED:** Continuing Education for the entire staff post-certification



CULTIVATE SYSTEMS OF SAFETY

In order to truly embed Polyvagal Principles into an organization, PVI coaches management through a discussion of how those principles can be integrated into the organization's culture, focusing on 6 key areas of the organization.

Polyvagal-Informed Principles 6 Key Areas of Integration

STAFF/CLIENT

Polyvagal-Informed Principles enhance safety and trust in staff/client relationships.

INDIVIDUAL

Educating individuals in PV-I principles helps staff bring awareness to how their own personal states and patterns effect themselves and others.

RELATIONAL

Does your organization ensure everyone shows respect for team members and provides recourse for resolving disruptions? Are there established norms for conducting meetings, communication charters or work/life balance?



ORGANIZATIONAL

Do your actions align with your goals? Cultivate a culture of safety and connection through the *adaptation* of policies and procedures that support the organizations mission, vision and goals.

ENVIRONMENT

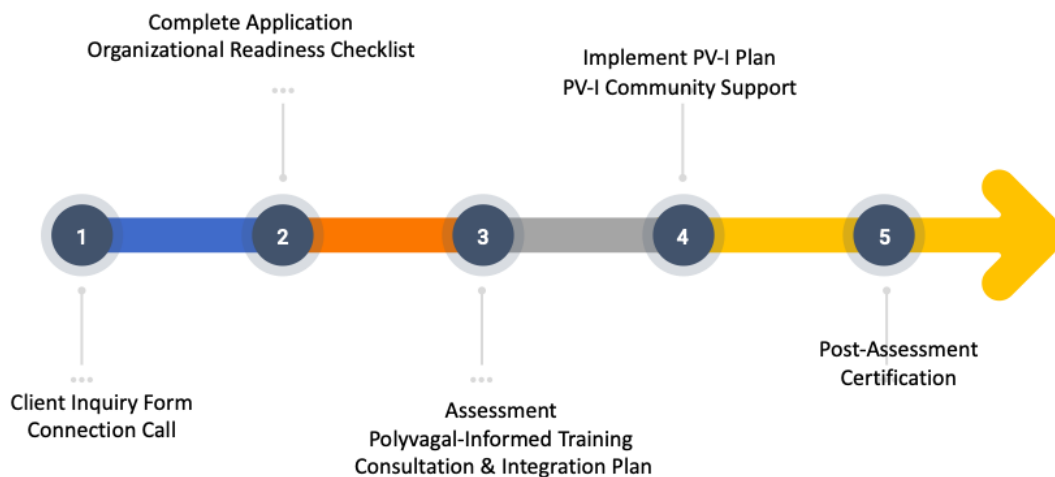
Implementation of PV-I Principles into physical and virtual environs enhances physiological, psychological and physical safety.

COMMUNICATION

Does your *marketing, communications and brand* adhere to your goals? This can include anything from touchpoints with prospects and clients- to newsletters and social media.

PROGRAM PROCESS

The process for becoming certified follows the steps outlined below.



1) Contact us through a brief [Client Inquiry Form](#) to set up a 15-minute **Connection Call** with a PV-I Certificate coach. Our team will answer any questions you have and go over the following:

- Timeline for Implementation
- Application Process- Organizational Readiness
- Organizational Commitments and Cost

2) Complete Application

- Description of the type of organization (clinical, non-clinical, non-profit), # of staff and the services provided and populations served.
- Why the interest in PV-I Certification- Employee health and wellness, turnover, burnout, workplace culture, client-facing issues?
- **Complete Organizational Readiness Checklist**

3) Assessment, Polyvagal-Informed Training, Consultation & Integration

- **Complete Assessment** - all staff members complete a survey questionnaire
- **Polyvagal Theory introductory training** for the entire staff: on-demand coursework and live, virtual experiential exercises to develop an understanding of PV Principles (~ 3 hours).
- **Integration of PV Principles workshop** for the leadership team: team brainstorming and consultation with PVI focusing on 6 key organizational areas (~ 2-4 hours live, virtual).

4) Plan Implementation and Community Support

- **Developing and Executing a PV Plan:** Leadership and PVI create a plan for implementing the ideas resulting from the workshop; execution of the plan occurs over the following 3-6 months.
- **Continuing Education Content** is delivered to the organization by PVI through the PVI App, which also serves as a hub for communication and vehicle to share best practices.

5) Post-Implementation Assessment and Certification

- **Complete post-implementation survey questionnaire.**
- **The certificate is issued** to organizations after they complete the program and maintain the ongoing requirements set by PVI.
- **The certification is renewed** annually for those organizations which continue to pass the PV-I Organization criteria.