



Finnish Institute of  
Occupational Health

# Certificate

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Ing. Zbyněk Dohnal

has been certified to facilitate

Towards Successful Seniority™ peer-groups

in Czech and Slovakian language area. The certificate is valid till 31<sup>st</sup> of March 2020.

In Helsinki 3<sup>rd</sup> of March 2017

Marjo Wallin

PhD, senior specialist

Finnish Institute of Occupational Health

Kaisa Kirves

PhD, specialized researcher

Finnish Institute of Occupational Health

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Finnish Institute of Occupational Health – promoting healthy work life

*The Towards Successful Seniority™ group method has been developed to promote the career management, expertise and mental well-being of employees and supervisors in today's rapidly changing world of work. The method increases participants' opportunities to discover successful career-related solutions and strengthens their ability to cope with potential setbacks.*

#### Certification of Towards Successful Seniority™ peer-group method facilitator

Certified Towards Successful Seniority™ peer-group method facilitator has participated in the trainer-training, which consists of three day intensive training (24 h) followed by practical training (16h) and on-line ½ day consultation (4h).

During the first phase (duration of 3 days) participants got familiar with Towards Successful Seniority™ peer-group activities and the methods of facilitating small group dialogue, as well as research findings demonstrating the effectiveness of the Towards Successful Seniority™ method. The thematic group activities covered areas such as recognizing individual strengths, on-going development in one's work, social networks, and wellbeing at work.

As interim assignment participants facilitated one peer group (total of 16 hours) with another trainee. During this training activity each participant wrote a reflective learning diary of their facilitation experiences. During the second phase (duration of ½ day) these learning diaries and facilitation experiences were discussed jointly in the video conference setting.

Certified facilitators are committed to the following principles of the method:

- to carry out Towards Successful Seniority™ method as in the manual without leaving or adding any parts
- to keep strict confidentiality during the peer-group discussions
- to treat everybody equally in the peer-groups
- to ensure solution focused and dialogue based interaction during peer-groups
- to support and encourage participants
- to remain open minded and tolerant towards issues raised during the peer-groups
- to develop one's facilitator skills
- to utilize facilitator pair during peer-groups

This facilitator certificate is valid till the end of March 2020. The renewal is subject to ongoing peer-group facilitations or other activities, which will enhance solution focused group facilitation skills.

Certified facilitator may conduct peer-groups within his/her own organization as well as in another organization and work place.