Shambhala Training Form: "Way of Shambhala: Warrior Guides"
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Document Purpose: The purpose of this document is to present an alternative form for the in-person delivery of Way of Shambhala curriculum to those interested in its practice and study.

Document Definitions:
- [Way of Shambhala](): "An extensive path of training in authentic meditation practices and wisdom teachings for anyone interested in pursuing such training."
- Course Series: A "component" within the Way of Shambhala. Such series include:
  - The Everyday Life series (MIEL through WIEL)
  - The Shambhala Training series (Levels I – V)
  - The Basic Goodness series (BG1 through BG3)
  - The Sacred Path series (Levels GES through GK)
- Course: a distinct unit of curriculum within a series, for example:
  - Everyday Life series, course 4: "Fearlessness in Everyday Life"
  - Shambhala Training series, course 3: "Level III: Warrior in the World"
  - Basic Goodness series, course 1: "Who Am I? The Basic Goodness of Being Human"
  - Sacred Path series, course 2: "Windhorse"
- "Tiger Path": the general, historically-offered format for Way of Shambhala course content and transmission: in-person, community-or-land center based, authorized educator-led training.
- "Path of Ashe": a form offering a self-directed, self-paced, student warrior-centric avenue for accessing Way of Shambhala curriculum via low-cost, online delivery.
- "Warrior Guides" form: the overall structure presented in this document.
- "Warrior Guides" program: a real-world implementation or application of the "Warrior Guides" form. One possible target-state of such a program is presented in this document.
  - Pilot and phased-implementation projects are not explored in this document.
- "Warrior Guides" solution: a cloud-based software application where program participants access program services
- SGS: Shambhala Global Services; the central administrative body of the Shambhala global mandala
- SDB: Shambhala Database; the central data repository for Shambhala members and participants, maintained by SGS
- [Shambhala Online](): "Shambhala Online offers live events, interactive programs, online courses and an extensive media library of recordings from senior teachers in the Shambhala lineage. Our mission is to support Shambhala teaching and learning across the boundaries of time and geography through technology."

Form Overview: The "Way of Shambhala: Warrior Guides" (or "Warrior Guides") is a form for offering student warriors who have either:
- completed a course series offering in the Way of Shambhala, "Tiger Path", or who have
- been granted 'certificate of accomplishment' for a course series in the Way of Shambhala, "Path of Ashe"

...access to "Tiger Path" educator content in order to facilitate in-person "Path of Ashe" course offerings in their local community in a format that works for the course participants. These student-warrior facilitators are known as Warrior Guides.

- *Note: Courses that may be offered by Warrior Guides include all courses offered in the "Path of Ashe" form. This excludes the "Rigden: Unconditional Confidence" weekend retreat*

Form Purpose: The purpose of this form is to:
- offer **internationally-localized, in-person delivery** of Way of Shambhala curriculum to participants who may have **time, money, location, or demographic** (e.g. class, race, gender, age, ability, etc.) **barriers to access** such teachings as they have been historically presented: primarily in a weekend format for a prescribed cost at a location-specific community center by one or more of a particular group of authorized directors, and to
- **cultivate internationally-localized talent** for facilitating Way of Shambhala teachings, deepening the Warrior Guide's understanding of the teachings and expanding the reach of the Way of Shambhala teachings outside of centralized, resource-bound coordination, and to
- create opportunities for Way of Shambhala course curriculum to be **facilitated and explored outside of a traditional Shambhala center, in a community of trust not bound to any particular Shambhala-authorized educator--**such as at a domestic violence shelter, a homeless shelter, a retirement home, a community center in a remote location, and so on, and to
- expose **Shambhala warrior-students to values-reflecting life skills** above and beyond Way of Shambhala curriculum via completion of additional, required training courses (see: "Turning the Flower" form for details)
  - Life skills curriculum TBD, but could include general training in topics such as trauma awareness, diversity consciousness, gender relations, Shambhala householder, authentic pedagogical skills, and sane political skills.

Form Application:
- To explore the application of the "Warrior Guides", a hypothetical program is presented here. General use cases follow.
- *Note: one possible implementation of the "Warrior Guides" form is as a module of Shambhala Online. If such a thing desirable for the stakeholders of Shambhala Online, blue-highlighted sections below may already be included in the Shambhala Online implementation, and thus could be overlooked while exploring this form application.*

A "Warrior Guides" participant (guide) would:
- **Sign up for access to "Way of Shambhala: Warrior Guides" through a third-party hosted, cloud-based solution.**
  - A "Warrior Guides" solution could be created and delivered by a professional development team in consultation with stakeholders, emphasizing Shambhala-values-informed simplicity and ease of use, and market alignment to, for example, an online education delivery platform such as Khan Academy.
  - A "Warrior Guides" solution would have permissions-limited, secure read/write access to the Shambhala database in order to update and retrieve participant data via some kind of API.
- **Securely sign in to created account to access individual educational offerings**
  - Host / application should ensure location-appropriate data privacy, e.g. compliance to GDPR, etc.
- **Securely enter credit / pay card / generosity coupon information to credit their personal account.**
  - 'Generosity coupons' could be coded coupons purchased and gifted individually or in bulk from SGS.
- **Pay a small amount for access to a "Warrior Guides" offering available to them**

- ○ Available offerings are based upon the current authorization path for Way of Shambhala offerings, e.g. a person has access to ST Level II only after completing ST Level I, and so on.
  - ○ Amount for "Warrior Guides" content is TBD but should be informed by World Bank-set International Poverty Line. (USD$1.90 as of 2015)
- **Based upon completion of "Turning the Flower" life skills training course(s), receive access to course educational content, including:**
  - ○ Course educator outline, content, and contemplations
  - ○ Video of course meditation instruction offered by any Shambhala Tutor (e.g. authorized shastri, acharya, director, AD, etc.), selectable by participant.
    - ▪ **Various language options and demographic representations** (e.g. class, race, gender, etc.) **should be available** for the guide and course participants to choose from.
  - ○ Clearly-stated content, contemplation, and meditation time / knowledge requirements for completing course offering
    - ▪ Content example: "In order for participants to complete course, they should be familiarized with the following ideas…"
    - ▪ Contemplation example: "In order for participants to complete course, they should set aside a total of x hours to contemplate each of these three things…"
    - ▪ Meditation example: "In order for participants to complete course, they should meditate in this way for a total of x hours.."
- **Update status of course offering once course requirements are completed**
  - ○ Based upon requirements set forth and honor system
  - ○ Course participants led by guide would be recorded as having completed a "Path of Ashe" course, with the guide vouching for the participants' course completions.
  - ○ For each course participant completing a course, guide should either
    - ▪ Enter their information into the solution in order to create and update their participant record in SDB, or
    - ▪ Select their course participant record via the solution in order update their status in the SDB
  - ○ Each participant would be requested to fill out a course evaluation in order to legitimize the guide's course offering (ie. through completeness of evaluation data)
  - ○ For each participant attending the course facilitated by the guide, the equivalent "Path of Ashe" course price should be paid, either by the guide or by the participant
    - ▪ Course participant will subsequently have access to completed course content as if they were a "Path of Ashe" participant.
  - ○ Upon guide recording fulfillment of requirements, participant would receive 'certification of completion' as a "Path of Ashe" participant.
  - ○ Guide would also receive a 'certificate of completion' for facilitating course upon recording course participant fulfillment of requirements
- **As inspired, request contact with a "Shambhala Tutor" for additional questions, comments, or instruction related to course materials**
  - ○ Access to "Shambhala Tutor" may be scheduled by a tutor's stated and actual availability meeting a guide's requested time slot
  - ○ See "Shambhala Tutors" document for details on that form.
  - ○ Amount participant is required to pay "Shambhala Tutor" is TBD but should be kept low / tied to the World Bank-set International Poverty Line. (USD$1.90 as of 2015)
  - ○ Balance between participant payment and Shambhala Tutor asking price would be paid by program underwriter (e.g. regular donors, SGS, etc)

- **As inspired, request paid, scheduled session with a Shambhala Tutor for 'certificate of accomplishment' interview at end of course series**
    - A 'certificate of accomplishment' (as distinct from a 'certificate of completion') would communicate that a Shambhala Tutor has verified the guide's understanding of presenting series material to be of good quality.
    - Interview specifications TBD.
    - Upon Shambhala Tutor recording fulfillment of course evaluation, the participant would have access to a tastefully-designed, downloadable, page-printable 'certificate of accomplishment' bearing their name and a congratulations on their accomplishment.
    - *Note: conferring a 'certificate of accomplishment' may not necessarily require the course participant to have recorded a 'certificate of completion', e.g. for participants who may have trained with a subsequently-unresponsive Warrior Guide or for participants who are on the "Dragon Path" (see "Lion Path" form document for details). Conferring a 'certificate of accomplishment' is up to an authorized Shambhala Tutor's best judgment.*
    - SGS may set minimum criteria for Shambhala Tutors authorized to confer a 'certificate of accomplishment' to guides.
- **Continue leading courses and course series as desired**
    - "Warrior Guides" participants should be welcomed to continue via encouraging communications (e.g. solution notification, infrequent email reminder) of their completion or of their accomplishment.
    - Participants should be encouraged to personalize their learning by submitting a video of themselves talking about what they feel they learned from the coursework they completed or accomplished.

A "Warrior Guides"-available "Shambhala Tutor" (see form document for details) would:
- Post availability dates and times for "Warrior Guides" tutorial time in their profile
- Set hourly price for their interview time in their profile, understanding that hourly maximums may be set by program underwriter
- Set pay target (e.g. "Tutor Livelihood" (ie. pay to tutor), "Burlington Shambhala Center", etc.) for their hourly pay to go towards
- Understand via participant request what kind of interview is being requested
- Re-familiarize themselves with course content previous to interview, if appropriate

A "Warrior Guides" administrator would:
- Work to ensure the operational success of the "Warrior Guides" program by providing quality customer service to the users of the solution.

A "Warrior Guides" program owner would:
- Procure professional services to build and maintain a solution to meet the needs of the "Warrior Guides" program delivery
- Hire or enlist "Warrior Guides" administrators to ensure the operational success of the program
- Work to ensure the strategic success of the "Warrior Guides" program

A "Warrior Guides" underwriter would:
- Commit to subsidizing operational and strategic costs of program
- Commit to subsidizing Shambhala Tutor time in order to keep costs low for participant while providing a reasonable rate of pay for Shambhala Tutor's time
- Be in periodic contact with the "Warrior Guides" program owner, re: program strategic health, as a stakeholder would

A "Warrior Guides" stakeholder would:
- Be in periodic contact with the "Warrior Guides" program owner, re: program strategic health

Questions and Comments:
- Does the "Warrior Guides" form need to by implemented in a new solution? Or could Shambhala Online be adapted to support it?
    - Shambhala Online could be adapted to support the "Warrior Guides" form if that is desirable for the stakeholders of Shambhala Online.
- Since the content delivery is online, how do we know that "Warrior Guides" or their "Path of Ashe" participants are real people?
    - The short answer is, we don't. A guide or their participants become more and more a 'known quality' the more contact they have with Shambhala Tutors over time. In addition, if a guide is making up participant numbers, they would still have to pay for the attendance of these participants in their course offering. Finally, if people are attempting to 'game the system' in order to simply get access to Way of Shambhala content for, e.g., unauthorized distribution, then this activity could be considered a flourishing of 'Dragon Path'.