

### CTI Agreements for Front of the Room Leader (FORL)

You understand that you may be selected as a leader primarily for work in China or the United Arab Emirates and may be scheduled to lead east side of the Atlantic and/or North America as well.

You understand that if you are pre-selected as an FORL, you are **required** to be a CPCC and complete the Co-Active Leadership Program before you may lead front of the room.

You understand that FORLs must either have or be eligible for an ICF credential (PCC or MCC); you must have at least have applied for the credential before you can begin leading programs.

You understand that FORL's are required to maintain a coaching practice with at least ten (10) clients.

You understand that more leaders may be chosen at the pre-audition than may be trained right away. CTI may be training an initial group of newly-selected leaders to meet current business needs, and may choose some leaders that will not have any scheduled training until the business calls for it some time in the future.

CTI endeavors to serve the needs of its customers and partners. If you are pre-selected as a leader it is because you will serve the needs of the global system of coach training providers. CTI and its partners will request you as needed. This means you may not lead as much as some other leaders or it may mean that you are asked to do much more than your peers. To best enable CTI to meet the needs of its many clients around the world we must have the flexibility to schedule leaders as it best serves the system. This may result in a disparity between colleagues in terms of the number of leads assigned.

As an FORL, you understand that you will need to be available for training which typically consists of the components listed below.

A. Initial in-person training:

1. Observe (assist) at course.
2. You may be required to attend a 3-day intensive training event. You will need to cover the expense of your own lodging, transportation, and meals during this time.

B. You will be required to attend telephone training calls that will be held on a bridge line in the U.S. The calls will be 2 hours long and will be held once/month for six months. Additional calls may also be scheduled.

You understand that in addition to the initial leader training, FORLs must attend at their own expense at least one CTI-sponsored continuous leader training event per year. This mandatory event is tentatively scheduled for 2014 and may be held near San Rafael, California, USA.

You understand that CTI has an incremental pay increase structure and pay increases are based on the number of times a leader leads courses. Rate schedule is based on Leader's location of residence. CTI's current minimum base pay for FORLs is \$380 or €320 per day to \$800 or €700 per day for our more senior leaders. This is the range of pay currently used and is subject to change.

You understand that CTI has a pre-contract period for newly selected leaders which covers at least the first three leads. Typically, following the third lead, contracts are executed.