



# FIRO® Certification Program

1 – 2 March, 2016	Singapore
6 – 7 April, 2016	Malaysia
11 – 12 May, 2016	Singapore
13 – 14 June, 2016	Indonesia - Jakarta
11 – 12 August, 2016	Malaysia
17 – 18 August, 2016	Singapore
5 – 6 September, 2016	Indonesia - Jakarta
13 – 14 October, 2016	Malaysia
9 - 10 November, 2016	Singapore

## Certification Program

- + Discover the most effective ways to use the FIRO® assessments to develop individuals, groups, and organizations.
- + Learn to administer the FIRO-B® and FIRO Business® instruments and interpret results, presenting FIRO® theory and explore application tips and exercises
- + Become eligible to purchase and use the FIRO® assessments upon successful completion of the program

## Who Should Attend?

Human resource professionals, consultants, managers, leaders, consultants, psychologists and counsellors involved in mentoring, coaching and improving understanding of self and others, and/or team building and compatibility.

## What you receive with enrollment

- + Introduction to FIRO-B®
- + FIRO-B® Technical Guide
- + FIRO-B® Interpretive Report
- + Introduction to FIRO-B® Instrument in Organization
- + Participating in Team Using FIRO-B® Results
- + Intro to FIRO Business®
- + FIRO Business® Technical Guide
- + FIRO Business® Leadership Report User's Guide
- + FIRO Business® Profile/Leadership Report
- + Presenting FIRO® & FIRO® Feedback USB Thumb drive

The FIRO® (Fundamental Interpersonal Relations Orientation™) instrument is a powerful personality tool that assesses how a person typically behaves towards others and how that person would like others to behave towards him or her.

It addresses the core of personality – people's underlying needs- and helps people understand their interpersonal needs and how these needs influence their communication styles and behavior, thereby improving their personal relationships and professional performance. The FIRO® instrument measures interpersonal needs on three scales – Inclusion/Involvement, Control/Influence, and Affection/Connection. It is used widely for team building, leadership development, relationship building and self-development.

## Course Details

The two days Certification Program provides an overview of the FIRO® instrument, how to administer the various forms of the instrument and how to interpret and explain the results.

To ensure understanding of key learning points and the ethical and professional use of the instrument, a series of short multiple-choice questions will be administered. Correctly answering most of these questions and actively participating in the various experiential exercises in the program will lead to successful completion of the certification program.

## Course Leaders

### Robin Robbins

Robin is the Managing Director of CPP Asia Pacific, a leading provider of psychometric instruments focusing on people strategies for business. He has over twenty five years of experience in the area of personal and leadership development and has held senior positions in H.R. and training with Unilever. Robin conducts in-house and public training and certification programs in the MBTI®, FIRO®, Strong Interest Inventory®, Benchmarks® 360 and SKILLSCOPE® 360 instruments. He is also certified in CPI 260® & CPI™ 434 instruments.

### Wong Sheau Yann

Sheau Yann is a Consultant of CPP Asia Pacific who brings with her experience in the areas of team and organization development. She designed and delivered a wide range of programs. She conducts public and in-house programs in the MBTI®, FIRO®, Strong Interest Inventory®. She is also certified in CPI 260® & CPI™ 434 instruments.

## Contact us to find out more.

**Visit:** [www.hc.com.sg](http://www.hc.com.sg) **Email:** [enrolment@hc.com.sg](mailto:enrolment@hc.com.sg)  
**Call:** +65 6396 6331 | **Fax:** +65 6396 6332



# FIRO® Certification Program

(SINGAPORE)

## REGISTRATION FORM

### Singapore

- 1 – 2 March 2016 ( Tuesday – Wednesday)
- 11 – 12 May 2016 (Wednesday - Thursday)
- 17 – 18 August 2016 ( Wednesday - Thursday)
- 9 – 10 November 2016 ( Wednesday - Thursday)

### Participant's Details

Name: Ms/Mdm/Mrs/Mr/Dr.....  
 Position: .....  
 Organization: .....  
 Email: .....  
 Mobile: ..... Fax: .....  
 Address: .....  
 .....  
 City: ..... Postcode: .....  
 Country: .....  
 Your MBTI Type (if known): .....  
 Highest Qualification Obtained: .....  
 Registered Psychologist:  Yes  No

### Program Fees

**SGD 2,400**  
*(Fee is before GST and delivery charges, if applicable)*  
*(Program fee will be valid till 31 Dec of the calendar year)*

**5% Discount applies for:**  
Early Bird (Full payment received 60 days prior to program), *or*  
Group (2 or more participants on the same program from the same organization)

### Registration

Submit the completed registration form via email or fax:

- Email: [enrolment@hc.com.sg](mailto:enrolment@hc.com.sg)
- Fax: +65 6396 6332

Registration will only be accepted and processed when payment has been made.

### Payment, Refund & Transfer Policy

#### Payment

- A non-refundable deposit of SGD800 or full payment of the program fee including GST and delivery charges for the program materials will need to be submitted with every registration form.
- Full payment is to be made before commencement of the program.
- Payment can be made using cheque, credit cards (Amex, Visa, Master) or bank transfers. (Contact us for bank details for bank transfers).
- Bank Transfer charges to be paid by customers

Participants may cancel attendance or transfer to a future program subject to the following conditions:

#### Cancellation

- 50% for those received in writing more than one week.
- No refund if cancellation received less than one week before program.

#### Transfer

- Transfer fee of SGD800 (before GST) is chargeable for every transfer.
- Transfer fee is to be paid within 7 days upon receiving the invoice.
- Transfer is only valid upon receiving full payment.

### Agreement

I hereby certify that the information supplied in this registration is true and correct, to the best of my knowledge. I certify that I have read the conditions of attendance in this training program and I agree to abide by the conditions relating to them.

Signature: ..... Date: .....  
 Send Materials to:  Participant  Contact Person  
 Invoice to:  Participant  Contact Person

### Contact Person's Details (If different from Participant's)

Name: Ms/Mdm/Mrs/Mr/Dr.....  
 Position: .....  
 Organization: .....  
 Email: .....  
 Tel: ..... Fax: .....  
 Address: .....  
 .....  
 City: ..... Postcode: .....  
 Country: .....

Full details of terms and conditions are available at:  
[www.cppasiapacific.com/term-conditions.aspx](http://www.cppasiapacific.com/term-conditions.aspx)



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# FIRO® Certification Program

(MALAYSIA)

## REGISTRATION FORM

### Malaysia

- 6 – 7 April 2016 ( Wednesday – Thursday )
- 11 – 12 August 2016 (Thursday - Friday)
- 13 – 14 October 2016 (Thursday – Friday)

### Participant's Details

Name: Ms/Mdm/Mrs/Mr/Dr.....

Position: .....

Organization: .....

Email: .....

Mobile: ..... Fax: .....

Address: .....

.....

.....

City: ..... Postcode: .....

Country: .....

Your MBTI Type (if known): .....

Highest Qualification Obtained: .....

Registered Psychologist:  Yes  No

### Program Fees

**SGD 2,200**  
*(Fee is before GST and delivery charges, if applicable)*  
*(Program fee will be valid till 31 Dec of the calendar year)*

**5% Discount applies for:**  
Early Bird (Full payment received 60 days prior to program), *or*  
Group (2 or more participants on the same program from the same organization)

### Registration

Submit the completed registration form via email or fax:

- Email: [enrolment@hc.com.sg](mailto:enrolment@hc.com.sg)
- Fax: +65 6396 6332

Registration will only be accepted and processed when payment has been made.

### Payment, Refund & Transfer Policy

#### Payment

- A non-refundable deposit of SGD800 or full payment of the program fee including GST and delivery charges for the program materials will need to be submitted with every registration form.
- Full payment is to be made before commencement of the program.
- Payment can be made using cheque, credit cards (Amex, Visa, Master) or bank transfers. (Contact us for bank details for bank transfers).
- Bank Transfer charges to be paid by customers

Participants may cancel attendance or transfer to a future program subject to the following conditions:

#### Cancellation

- 50% for those received in writing more than one week.
- No refund if cancellation received less than one week before program.

#### Transfer

- Transfer fee of SGD800 (before GST) is chargeable for every transfer.
- Transfer fee is to be paid within 7 days upon receiving the invoice.
- Transfer is only valid upon receiving full payment.

### Agreement

I hereby certify that the information supplied in this registration is true and correct, to the best of my knowledge. I certify that I have read the conditions of attendance in this training program and I agree to abide by the conditions relating to them.

Signature: ..... Date: .....

Send Materials to:  Participant  Contact Person

Invoice to:  Participant  Contact Person

### Contact Person's Details (If different from Participant's)

Name: Ms/Mdm/Mrs/Mr/Dr.....

Position: .....

Organization: .....

Email: .....

Tel: ..... Fax: .....

Address: .....

.....

City: ..... Postcode: .....

Country: .....

Full details of terms and conditions are available at:  
[www.cppasiapacific.com/term-conditions.aspx](http://www.cppasiapacific.com/term-conditions.aspx)



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 ® Looking at Type is a registered trademark of CAPT



# FIRO® Certification Program

(INDONESIA)

## REGISTRATION FORM

### Indonesia – Jakarta

- 13 – 14 June 2016 (Monday – Tuesday)
- 5 – 6 September 2016 (Monday – Tuesday)

#### Participant's Details

Name: Ms/Mdm/Mrs/Mr/Dr.....  
 Position: .....  
 Organization: .....  
 Email: .....  
 Mobile: ..... Fax: .....  
 Address: .....  
 .....  
 .....  
 City: ..... Postcode: .....  
 Country: .....  
 Your MBTI Type (if known): .....  
 Highest Qualification Obtained: .....  
 Registered Psychologist:  Yes  No

#### Agreement

I hereby certify that the information supplied in this registration is true and correct, to the best of my knowledge. I certify that I have read the conditions of attendance in this training program and I agree to abide by the conditions relating to them.

Signature: ..... Date: .....  
 Send Materials to:  Participant  Contact Person  
 Invoice to:  Participant  Contact Person

#### Contact Person's Details (If different from Participant's)

Name: Ms/Mdm/Mrs/Mr/Dr.....  
 Position: .....  
 Organization: .....  
 Email: .....  
 Tel: ..... Fax: .....  
 Address: .....  
 .....  
 City: ..... Postcode: .....  
 Country: .....

#### Program Fees

**USD 1,250** (Payment can also be made in S\$)  
 (Fee is before GST and delivery charges, if applicable)  
 (Program fee will be valid till 31 Dec of the calendar year)

#### 5% Discount applies for:

Early Bird (Full payment received 60 days prior to program), or  
 Group (2 or more participants on the same program from the same organization)

#### Registration

Submit the completed registration form via email or fax:

- Email: [enrolment@hc.com.sg](mailto:enrolment@hc.com.sg)
- Fax: +65 6396 6332

Registration will only be accepted and processed when payment has been made.

#### Payment, Refund & Transfer Policy

##### Payment

- A non-refundable deposit of USD450 or full payment of the program fee including GST and delivery charges for the program materials will need to be submitted with every registration form.
- Full payment is to be made before commencement of the program.
- Payment can be made using cheque, credit cards (Amex, Visa, Master) or bank transfers. (Contact us for bank details for bank transfers).
- Bank Transfer charges to be paid by customers

Participants may cancel attendance or transfer to a future program subject to the following conditions:

##### Cancellation

- 50% for those received in writing more than one week.
- No refund if cancellation received less than one week before program.

##### Transfer

- Transfer fee of USD450 (before GST) is chargeable for every transfer.
- Transfer fee is to be paid within 7 days upon receiving the invoice.
- Transfer is only valid upon receiving full payment.

Full details of terms and conditions are available at:  
[www.cppasiapacific.com/term-conditions.aspx](http://www.cppasiapacific.com/term-conditions.aspx)

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