Qualification Factsheet

The Lumina Community

The Lumina community of Practitioners are experts in their field. Joining this community will provide you with the support needed to support selection and development interventions, using the world class four colour Lumina Portraits and an environment where core knowledge is accessible at the click of a button. This is a very effective group of professionals who can design large scale, selection, onboarding and development interventions for your clients for both face-to-face and virtual formats.

Qualification Overview

As a Practitioner, the Lumina Select Qualification puts the full range of Lumina's inspirational and practical resources into your hands. This includes a portfolio of integrated Lumina Portraits for different application areas, supported by workbooks, job aids, PowerPoint presentations and e-learning as resources. Together, they collectively form Lumina's carefully distilled knowledge of industry best practice.
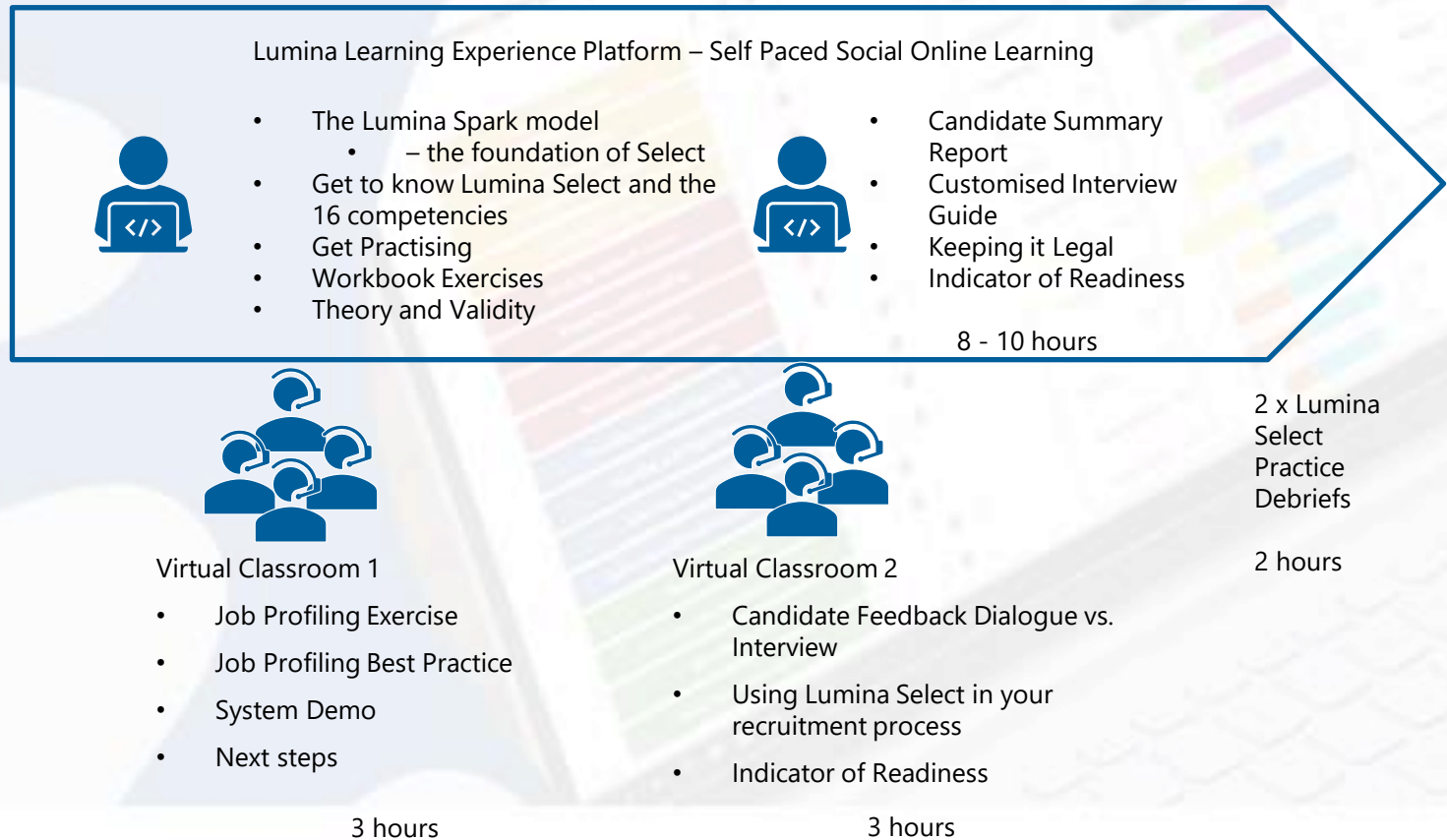
Combining this best practice with your knowledge of your clients' unique requirements results in selection, onboarding and development design executed with a humanistic slant. Our Lumina Select Qualification is available in a blended format ranging from fully virtual to fully face-to-face and everything in between. We ensure the learning journey allows ample opportunity for practical experience, so that at the end of the qualification the Practitioner is 'airborne' and ready to put their new found resources into action.

Qualification Questions

Q " How do I become a Lumina Select Practitioner - qualified in state of the art learning and assessment resources?"

Q " How do I become licensed to design and deliver Lumina programmes, using the full range of Portraits, PPTs, workbooks and electronic resources? "

Q " How can I profitably roll out Lumina programmes across my client organisation?

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Example Overview of Lumina Select Blended Virtual Qualification

Lumina Learning Experience Platform – Self Paced Social Online Learning

- The Lumina Spark model
  - – the foundation of Select
- Get to know Lumina Select and the 16 competencies
- Get Practising
- Workbook Exercises
- Theory and Validity

- Candidate Summary Report
- Customised Interview Guide
- Keeping it Legal
- Indicator of Readiness

8 - 10 hours

2 x Lumina Select Practice Debriefs

2 hours

Virtual Classroom 1

- Job Profiling Exercise
- Job Profiling Best Practice
- System Demo
- Next steps

3 hours

Virtual Classroom 2

- Candidate Feedback Dialogue vs. Interview
- Using Lumina Select in your recruitment process
- Indicator of Readiness

3 hours

The Lumina Spark Qualification is available in a variety of different blended formats

Qualification Objectives

At the end of the Lumina Select Qualification all Practitioners will:

Experience
Lumina Select in action understanding your own competency potential

Understand
the theory and validity of the Lumina Select framework
the range of all Portraits and resources available to you as a Practitioner

Grow
your professional capability and confidence to use Lumina Select in a selection and onboarding context

Build
an action plan for practical implementation of Lumina Select into your practice

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