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The Standards for Excellence PA Licensed Consultant Program is a professional development initiative that gives consultants the knowledge, skills, and tools of PANO's Standards for Excellence program. The training required to become a Standards Consultant develops skills and empowers consultants to help organizations implement change and become accredited in the Standards for Excellence Program.

Standards for Excellence PA Licensed Consultant Process:

- Persons interested in becoming a Standards for Excellence PA Licensed Consultant (Consultant) complete an application and have an initial phone interview with Standards for Excellence Director.
- The Standards for Excellence Director reviews the application.
- We request that Consultants be PANO members in good standing (nonprofit member, individual member, or Corporate Partner).
- Consultants complete the Standards for Excellence Implementation Workshop series.
- Consultant attends a 90-minute training focusing on the management of the Consultant Program. Prep time is required to review materials prior to the session.
- License Agreement is issued.
- Consultants send headshot and bio to heather@pano.org for inclusion on PANO website. See www.pano.org, Consultant section for appropriate bio length.
- Consultant is added to PANO's website.
- Whenever possible, PANO refers Consultants to inquiring organizations.
- Clients of Consultants receive a 25% discount on PANO membership to utilize the Standards for Excellence materials and strengthen operations and governance.

Fees:

- Standards for Excellence training fee ranges from \$100 - \$350, depending on the program attended.
- 90-minute training session for Consultants only is \$150 (group rates are available).
- Consultants pay an annual fee of \$100 (reduced fee in cases where there is more than one Consultant from a firm).
- Consultants are required to attend a 1-hour, online annual update session.

Benefits:

- Participation in the Program will solidify your background, knowledge, and understanding of the *Standards for Excellence: An Ethics and Accountability Code for the Nonprofit Sector*:
 - Background on the importance of self-regulation for the sector.
 - Overview of the Standards for Excellence program and the specific content contained within the guidelines.
 - Facilitation and training skills development to support program utilization in your practice.
 - Take-home tools to help assess organizations.
- Access to training tools and knowledge base including:
 - Educational tools for all Standards for Excellence trainings including PowerPoint slides, curricula notes, and resource handouts;
 - 30 Educational Resource Packets;
 - 10 Copies of the Standards for Excellence Codebook (additional copies available for purchase at a reduced rate)