

Factsheet

Six Stages to CKP Status

Certified Kaivant Practitioner Programme · kaivant.org

The Certified Kaivant Practitioner (CKP) credential certifies practitioners to facilitate KAIIVANT measurement and improvement loops with client organisations. CKPs apply both instruments (Kaivant-O for organisations, Kaivant-I for individuals), interpret scores, and lead the facilitated sessions that turn a measurement into a set of agreed actions. The programme runs in six sequential stages, each with a clear entry requirement and a defined outcome.

The CKP is a capability-based credential: the interview and scenario-based exam test how you apply the framework in practice. Practitioners who complete the programme are listed in the KAIIVANT Practitioner Directory and gain access to the CKP Toolkit and kaivantscore.com Practitioner Portal.

Stage 1 – Application

Submit your professional background and a short explanation of why you are pursuing CKP. We are looking for practitioners already working at the intersection of human capability and AI integration.

Stage 1 Application

Who it is for: Consultants, HR leaders, OD professionals, coaches, and L&D specialists with active practice in organisational capability or AI integration.

What to submit: LinkedIn profile (or equivalent CV), a brief practice description, and a paragraph on why you are pursuing CKP and the types of engagements you expect to use it in.

Review timeline: Decisions communicated within 14 days of submission.

Outcome: Accepted applicants receive access to Kaivant Foundations (L1) and an invitation to register for the next Practitioners Workshop cohort.

Fee: No fee at this stage.

Stage 2 – Foundation Preparation (L1)

Before the workshop, every accepted applicant completes Kaivant Foundations (L1): self-paced pre-reading that builds the theoretical and diagnostic foundation the workshop depends on.

Stage 2 Foundation Preparation – Kaivant Foundations (L1)

Format: Self-paced online learning. Approximately four hours. Includes self-check questions at each module boundary.

Content:

- The measurement problem: why most AI adoption frameworks measure tool uptake and miss the capability question
- The two-axis architecture (Leverage Architecture and Organisational Capital) and all nine dimensions
- The lag/lead diagnostic model and how it differs by axis
- Adaptation Architecture as the bridge dimension and multiplier

- Kaivant-I: axes, scoring, and the five read keys
- Reading and presenting a Kaivant Score for different audiences

Access: Provided on acceptance. Not publicly available.

Expected effort: Four focused hours. Participants who work carefully through L1, including the self-check questions, get significantly more from the three workshop days.

Outcome: Readiness for the Practitioners Workshop. L1 completion is a prerequisite; it is not assessed separately.

Fee: No fee.

Stage 3 – Practitioners Workshop

A three-day intensive covering applied framework, live assessment scenarios, and the diagnostic craft of KAIIVANT practice. This is where theoretical knowledge becomes operational skill.

Stage 3 Practitioners Workshop

Format: Three consecutive days. Available online (live, facilitated) or face-to-face. Cohort-based: you work alongside other practitioners-in-training throughout.

Day 1 – The architecture:

- The measurement problem: why most AI adoption assessments measure tool uptake and miss the capability question entirely
- The two-axis model in full: Leverage Architecture (what the organisation's design has produced) and Organisational Capital (what it is building toward)
- All nine dimensions unpacked with real-world behavioural anchors: Coordination Efficiency (CE), Decision Velocity (DV), Autonomous Workflow % (AW), and Leverage Trajectory (LT) on the Leverage Architecture axis; Learning Velocity (LV), Human Judgement Utilisation (HJU), Capability Development Velocity (CDV), and Human Dignity & Agency (HDA) on the Organisational Capital axis
- Adaptation Architecture introduced as a multiplier bridge, not a third axis: its structural role in the scoring formula
- The full scoring formula applied: lag/lead weighting per axis, Adaptation Architecture (AA) multiplier, non-compensatory composite
- The Human Dignity & Agency (HDA) floor condition: when it triggers, what it signals, and how to present it without it dominating the session
- The five read keys: Compounding, Substitution Risk, Underleveraged, Early, Mixed
- Scoring exercise: three contrasting synthetic organisational profiles scored in full and interpreted against the read key framework

Day 2 – The diagnostic:

- The Kaivant-O intake process: selecting from three assessment paths (Kaivant-I Profile, Observation-based, Empirical)
- Conducting a structured Leverage Architecture (LA) intake across five dimensions: scoring, confidence calibration, and stakeholder divergence handling
- Integrating Kaivant-I aggregate data into the Organisational Capital picture: what the individual pattern adds to the organisational read
- Live diagnostic scenario 1: clean, high-confidence data with a clear dominant read key
- Live diagnostic scenario 2: significant stakeholder divergence across dimensions with conflicting source evidence
- Live diagnostic scenario 3: low employee response rate, incomplete OC data, and a split intake picture
- Practitioner presentation after each scenario: structured group debrief on framing, vocabulary, and audience calibration

- Presenting to different audiences: framing a Human Dignity & Agency (HDA) flag for a Chief Human Resources Officer (CHRO), a low Adaptation Architecture score for an operational leader who considers the organisation highly agile

Day 3 – Facilitation and the loop:

- The Session Brief: how to enter a facilitation prepared rather than neutral
- Moving a leadership team from shared reading to agreed actions: the structure and pace of the facilitated session
- Intervention mapping: matching read key and score profile to the appropriate approach from the Intervention Library
- Full synthetic engagement run-through: from intake data through report through session brief to facilitated output
- The re-measurement conversation: making the case for the loop to a client who wants a single snapshot
- Presenting the delta: what change looks like across a measurement cycle and how to frame progress
- Individual read confidentiality: what the practitioner discloses and what stays with the individual
- Scope of practice: what CKP enables, where referral is appropriate, and how to handle a team that disputes the score

Materials: Workshop guide, case datasets, facilitation reference pack, and Intervention Library access. All materials remain accessible post-certification.

Fee: \$500 per person per day (\$1,500 total). Invoiced on workshop registration.

Outcome: Workshop completion qualifies you to proceed to the Interview and Exam. There is no separate workshop assessment.

Stage 4 – Interview

A structured professional conversation with a senior practitioner or KAI VANT team member. Not a test of memorisation: it assesses how you think about applying the framework in practice.

Stage 4 Interview

Format: Approximately 45 minutes. Conducted online. One interviewer: a senior CKP or KAI VANT team member.

Focus areas:

- How you would approach a first engagement with a sceptical leadership team
- How you would handle a score profile with high Leverage Architecture and low Organisational Capital
- How you explain the non-compensatory composite to a CFO
- Edge cases: missing data, low response rates, a team that rejects the score in session

What is assessed: Professional judgement, clarity of explanation, and evidence that you can hold the framework lightly enough to apply it to real, messy situations.

Outcome: Clearance to sit the Exam. Candidates not yet ready receive specific feedback and an invitation to re-apply within a defined window.

Fee: No fee.

Stage 5 – Exam

A written assessment of framework knowledge using scenario-based multiple choice: each question presents a real-world situation and asks which response best reflects the framework and good professional practice.

Stage 5 Exam

Format: Scenario-based multiple choice, open book, taken online. Approximately 90 minutes. 40 items.

Coverage:

- The two-axis model and non-compensatory composite logic
- Instrument design: Kaivant-O (nine dimensions, LA and OC axes, AA bridge) and Kaivant-I (PLA, HCD, PAA bridge)
- Scoring principles: lag/lead weighting, AA multiplier, HDA floor condition
- The five read keys and how to select and apply the appropriate intervention approach
- Validation stages and what claims each stage supports

Standard: Passing standard reflects practitioner-level competence. The exam tests applied understanding, not definition recall. Pass mark: 70%.

Re-sit: Candidates who do not pass receive written feedback. Re-sit fee is the same as the first attempt.

Fee: \$165 (USD). One-time, charged at the point of invitation to exam.

Outcome: Pass: CKP status granted within five business days. The credential does not expire.

Stage 6 – CKP Status

On passing the Exam, you are a Certified Kaivant Practitioner. The credential is active immediately.

Stage 6 CKP Status

Credential: Certified Kaivant Practitioner (CKP). Issued by KAIIVANT. No expiry date.

Practitioner Directory: Listed in the KAIIVANT Practitioner Directory (opt-in). Organisations seeking a facilitator for a loop session are referred to the directory.

CKP Toolkit: Diagnostic frameworks, facilitation guides, session planning templates, and reporting reference pack.

Portal access: kaivantscore.com Practitioner Portal: create and manage client engagements, run assessments, view intake data, access AI-assisted session briefs and reports.

Validation contribution: Founding CKPs contribute to the KAIIVANT validation programme at Stage 1. Anonymised engagement data (with explicit client consent) feeds the Stage 1 dataset.

Practitioner pool: Eligible to receive client referrals from KAIIVANT for organisations seeking an external facilitator.

Community access: Practitioner-stream spaces and shared cross-stream spaces.

Programme Summary

Stage	What	Duration / Cost
1	Application	14-day review · no fee
2	Kaivant Foundations (L1)	~4 hours self-paced · no fee
3	Practitioners Workshop	3 days · \$1,500
4	Interview	~45 minutes · no fee
5	Exam	Scenario-based multiple choice · \$165
6	CKP Status granted	Total investment: \$1,665 + 3 days

Total investment: \$1,665 (USD) plus three workshop days. Workshop invoiced on registration. Exam fee invoiced at point of invitation. No other fees apply.

For organisations certifying internal practitioners: enquire about cohort arrangements and multi-seat registration.

Questions and applications: enquiries@kaivant.org

Programme details: kaivant.org/practitioners

Practitioner Portal: kaivantscore.com

Appendix A

Learning Outcomes and Management Competency Mapping

The seven programme learning outcomes are mapped below to the Chartered Management Institute (CMI) Management and Leadership Professional Standard (2020) competency domains. This mapping supports CMI Continuing Professional Development (CPD) Recognition submissions and provides a basis for aligning the CKP programme with formally regulated qualification frameworks at a later stage.

Competency domains referenced: CMI Professional Standard (2020) clusters, covering Making Effective Decisions, Business Acumen, Leading and Managing People, Building Relationships, Facilitating Change, Achieving Outcomes, Personal Effectiveness, and Strategic Thinking.

LO	Learning Outcome	CMI Competency Domain	Programme Stage(s)
LO 1	Apply the KAIIVANT two-axis diagnostic model to assess organisational AI nativeness	Making Effective Decisions · Business Acumen	L1, Workshop Day 1
LO 2	Conduct a structured Kaivant-O intake and integrate multi-source data into a coherent organisational read	Managing Resources · Achieving Outcomes	Workshop Day 2
LO 3	Interpret score profiles and communicate findings to senior leadership audiences with appropriate framing	Leading and Communicating · Building Relationships	Workshop Days 1-2, Interview
LO 4	Design and facilitate a structured improvement session that converts a measurement into agreed organisational actions	Leading and Managing People · Facilitating Change	Workshop Day 3
LO 5	Select and apply appropriate interventions from the KAIIVANT Intervention Library based on score profile and context	Creating and Improving · Achieving Outcomes	Workshop Day 3
LO 6	Apply professional and ethical standards in the collection, interpretation, and disclosure of assessment data	Personal Effectiveness · Professional Standards	Workshop Day 3, Interview
LO 7	Manage the improvement loop: cadence, re-measurement framing, and delta interpretation across engagement cycles	Strategic Thinking · Managing Projects	Workshop Day 3

Notes on the mapping:

- LO 1 and LO 2 together cover the diagnostic phase of a practitioner engagement, from initial framework application through to a completed intake picture.
- LO 3 and LO 4 cover the communication and facilitation outputs, which are the primary value delivered to client organisations.
- LO 5 (intervention selection) and LO 7 (loop management) together address the continuing engagement arc, which distinguishes CKP practice from a one-off diagnostic service.
- LO 6 (professional and ethical standards) runs across all stages and is assessed in both the Interview and the Exam.

Appendix B

Facilitator Qualification Standards

The Practitioners Workshop (Stage 3) is delivered by KAIIVANT-approved facilitators. The following standards apply to all workshop delivery. Facilitator approval is renewed annually.

Credential Requirements

- Holds an active CKP credential or has been granted equivalent senior practitioner status by KAIIVANT in writing.
- Has facilitated at least two complete KAIIVANT loop engagements with client organisations, covering intake, facilitated session, and re-measurement.
- Has completed the KAIIVANT Facilitator Calibration process (annual, peer-assessed against the Facilitator Rubric).

Professional Qualification

- Holds a relevant professional qualification in at least one of the following fields: organisational development, human resources, management consultancy, coaching, or adult learning and facilitation.
- Accepted qualifications include: Chartered Management Institute (CMI) at level 5 or above, Chartered Institute of Personnel and Development (CIPD) at Associate level or above, International Coaching Federation (ICF) coaching credential at Associate Certified Coach (ACC) or above, or equivalent national qualification at Level 5 or above on the relevant Regulated Qualifications Framework (RQF).
- Equivalent professional experience (minimum ten years of active practice) may substitute for formal qualification at KAIIVANT's discretion, with documented rationale.

Facilitation Experience

- Minimum five years of active facilitation practice in senior organisational or leadership development contexts.
- Demonstrated experience facilitating with senior and executive-level audiences.
- Comfortable working with diagnostic data and quantitative frameworks in a live group setting.

Ongoing Obligations

- Participates actively in the KAIIVANT Practitioner Community with a visible contribution to peer practice (minimum four substantive contributions per year).
- Completes the annual facilitator calibration session before delivering each programme year.
- Notifies KAIIVANT within 30 days of any material change to professional standing, credential status, or active practice.
- Does not subdelegate workshop delivery without prior written approval from KAIIVANT.

Approval: Facilitator approval is granted by KAIIVANT following review of credentials, calibration outcome, and practice record. Approval may be suspended or withdrawn if standards are not maintained.

Appendix C

Assessment Marking Rubric

The CKP programme uses two assessment instruments: the Interview (Stage 4) and the Exam (Stage 5). The rubrics below define the standard for each.

Stage 4 – Interview Rubric

Each criterion is assessed by the interviewer on a three-point scale. A candidate must meet the standard on all four criteria to pass. A single "Below Standard" rating is grounds for a referral outcome with feedback.

Criterion	Below Standard	Meets Standard	Exceeds Standard
Framework Fluency	Unable to explain key dimensions without significant prompting. Confuses axes or scoring logic.	Explains the two-axis model and composite scoring logic clearly and accurately.	Explains the model with precision and adapts vocabulary naturally to the audience described in the scenario.
Applied Judgement	Generic responses that do not engage with the specific scenario. Applies the framework mechanically.	Identifies the relevant framework elements and proposes a credible, proportionate practitioner response.	Demonstrates nuanced reasoning. Acknowledges uncertainty and edge cases. Recognises when the score is ambiguous.
Professional Standards	Unclear on scope of practice. Disclosure approach is either too open or evasive without justification.	Maintains appropriate individual read confidentiality. Clear on practitioner scope and referral boundaries.	Proactively raises ethical dimensions without prompting. Articulates the reasoning behind disclosure decisions.
Communication	Explanations are unclear or jargon-heavy relative to the stated audience.	Adapts language appropriately to the audience described in the scenario.	Demonstrates natural audience calibration. Adjusts framing in real time in response to interviewer follow-up.

Outcome decisions:

- **Pass:** all four criteria rated at Meets Standard or above. Candidate is invited to sit the Exam.
- **Referral:** one or more criteria rated Below Standard. Candidate receives written feedback and may re-apply after a minimum 30-day interval.
- **Exceptional performance** (three or more criteria rated Exceeds Standard) is noted on the candidate record and may be considered in future facilitator pipeline assessments.

Stage 5 – Exam Rubric

The exam uses scenario-based multiple choice. Each item has one correct answer and three distractors. Distractors are designed to test the boundary between competence and common error, not to mislead. The four distractor types used across the item bank are:

- **Correct dimension, wrong response:** the candidate identifies the relevant framework element but selects an action that is disproportionate, premature, or outside practitioner scope.

- **Adjacent dimension error:** the candidate confuses a related but structurally distinct dimension (for example, treating a Coordination Efficiency issue as a Decision Velocity issue).
- **Scope-of-practice error:** the candidate selects an action that goes beyond what the CKP role authorises, such as disclosing individual read data to the organisation.
- **Overconfidence error:** the candidate draws a causal or predictive conclusion that the score at the current validation stage does not support.

Scoring:

- Each correct item scores 1 point. No negative marking.
- Pass mark: 70% (28 of 40 items correct). Reflects practitioner competence standard, not academic mastery.
- Results and item-level feedback provided within five business days of sitting.
- Re-sit: full paper, same fee (\$165). No cap on attempts; candidates are encouraged to review facilitator feedback before re-sitting.

Item governance: The item bank is reviewed annually by the KAIIVANT Practitioner Community panel. Items that show a distractor selection rate above 40% are flagged for review. New items are piloted as unscored embedded items before entering the scored bank.