

The Learn&Lead Management System & Training Structure



"If you change the way you look at things,
the things you look at change."

~ Wayne Dyer

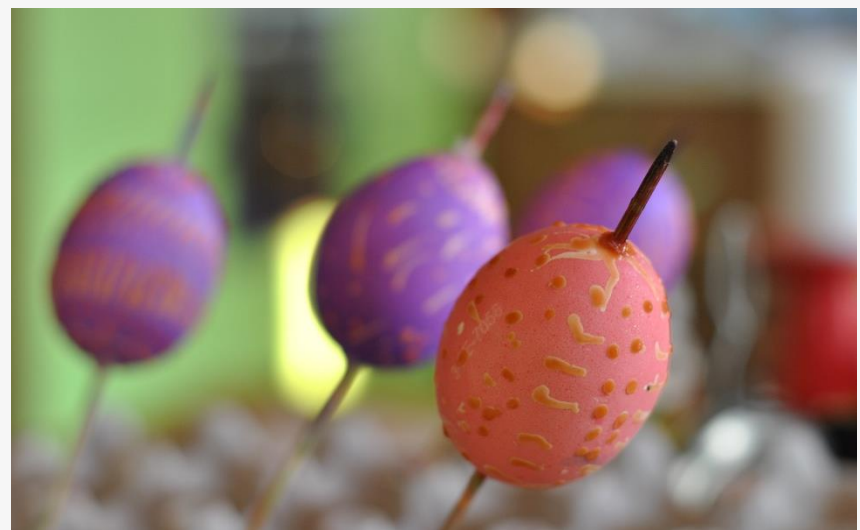
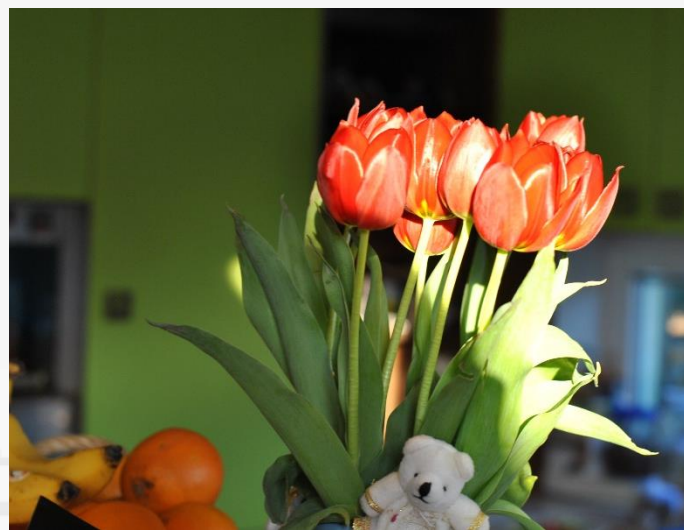
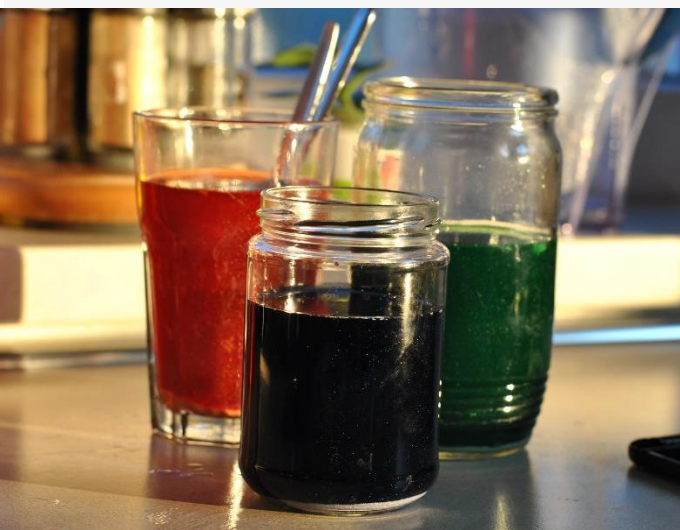




LEARN & LEARN
Centre of Innovation

A **future** of
a foreign
teacher in a
language
school

...is created
NOW



OVERVIEW

- The foundation of Learn&Lead
- The Learn & Lead **Management System**
 - Structure
 - Team, Roles & Functions
- The Learn & Lead **Training Structure**
 - A Learn & Lead Trainer
 - Skill sets
 - Trainer Career Development
- Learn & Lead **in the future**

The Foundation of Learn&Lead

A learning cruise at HARMONY

WHO FOR? 4-15 members

WHAT FOR? to enjoy ourselves via a learning experience bringing us
the real source of energy for our life

WHERE TO? to a new land called INSPIRING™

HOW? by boat

WHO WITH? Pilgrims team and Global solutions team.
(ENG) (FRN)

WHEN? September 2010 - August 2012

AIMS :

- 1. identify our needs & develop training programmes
- 2. identify our leaders
- 3. develop a new model of a learning-teaching organisation

CAREFUL *

- resources → you've got ALL the resources within yourselves
- belief → challenge your assumptions & let it happen
- commitment → connect & sustain

July
2010...after
crises hit us
at
HARMONY





Looking back to July 2010 up to
now

Task 1:

Andrea is an English trainer. She has got more than 25 years of teaching English experience in top quality methodology and classroom management. She takes part in project work, participates in mobilities, is a holder of the Learn&Lead certificate and also the author of the innovative teacher-training course accredited by the Ministry of Education in SR. She has got potential to grow personally, professionally and also financially.

What opportunities would you offer her in your organisation?

What tasks would you assign to her?

What would she be responsible for?

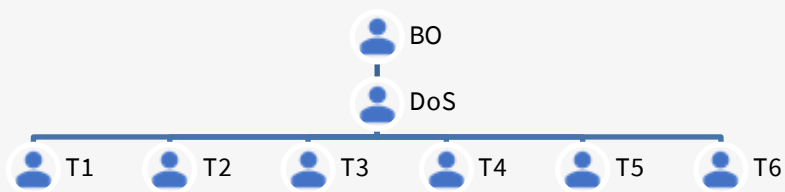
What income would you offer her?

What further development options would you offer her?

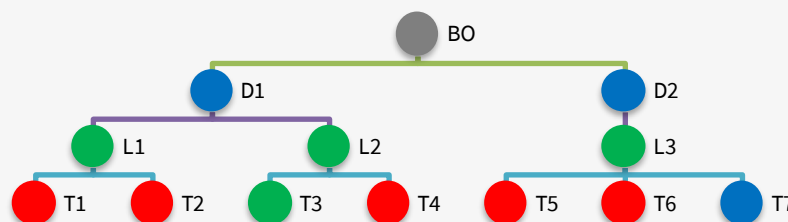


The Learn&Lead Course Management System

The Traditional Course Management Model



The Learn&Lead Course Management Model



The Learn & Lead course management roles

Role	Focus	Functions
DEVELOPER	A <i>mind</i> for the business	Developing relationships with new clients, leading teams, initiating creation of new courses, searching new opportunities, finance, business, people and project management.
TRAINER	A <i>heart</i> for the people	Lesson delivery and classroom management, developing relationships with clients/parents, leading students in class, updating lesson plans and course materials, project work.
LEADER	A <i>body</i> for action	Leading trainers, quality and performance management, developing relationships with clients, parents and HR departments, updating and creating new course syllabi, project work.

The Learn&Lead Trainer Career Path

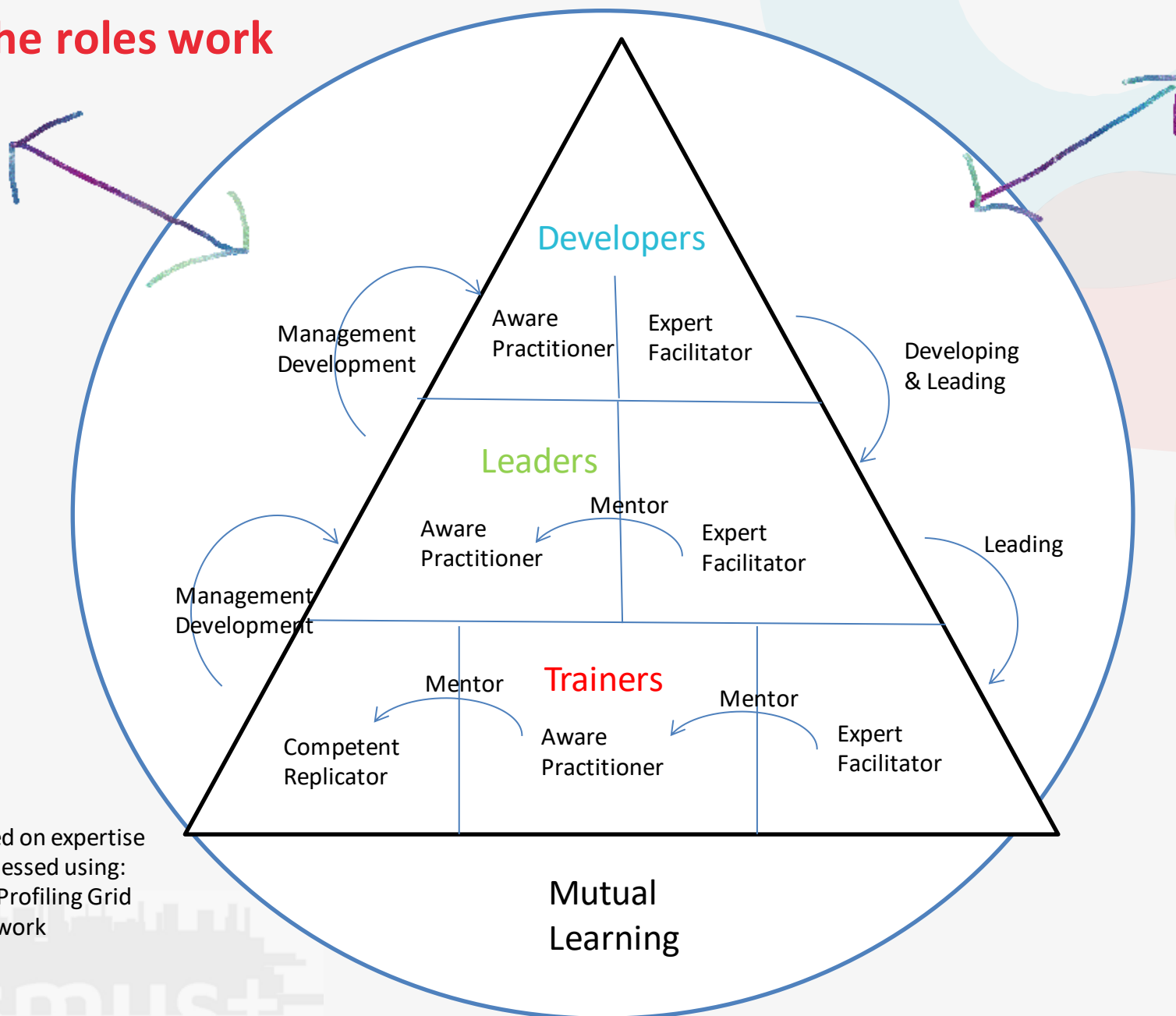
Development Types	Price Levels	Course Management	Renumeration Table								
			CR.G	AP.G	EF.G	CR.H	AP.H	EF.H	CR.I	AP.I	EF.I
People&Business Development	Level 3	Trainer 3									
		Leader 3	L.G			L.H			L.I		
		Developer 3	D.G			D.H			D.I		
Language&Content Development	Level 2	Trainer 2	CR.D	AP.D	EF.D	CR.E	AP.E	EF.E	CR.F	AP.F	EF.F
		Leader 2	L.D			L.E			L.F		
		Developer 2	D.D			D.E			D.F		
Language Development	Level 1	Trainer 1	CR.A	AP.A	EF.A	CR.B	AP.B	EF.B	CR.C	AP.C	EF.C
		Leader 1	L.A			L.B			L.C		
		Developer 1	D.A			D.B			D.C		

Remuneration of people

Role	Basic Pay	Bonus Pay			
	Hourly rates	Admin	Quality	Performance	Further training
Trainer	X (80%)	X	X	X	X
Leader	X (60%)	n/a	X	X	X
Developer	X (50%)	n/a	n/a	X	X

The Learn&Lead Training Structure

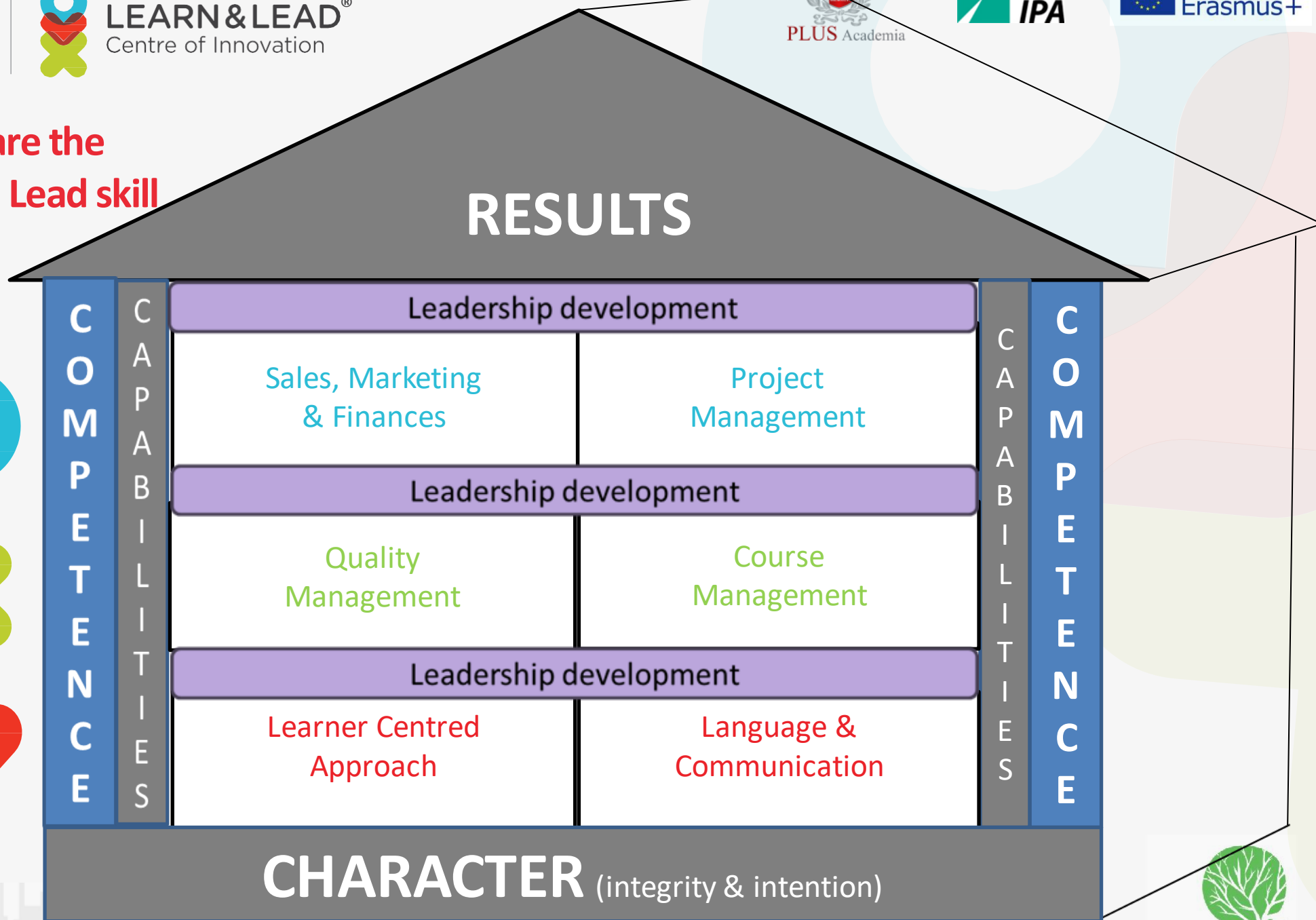
HOW do the roles work together?



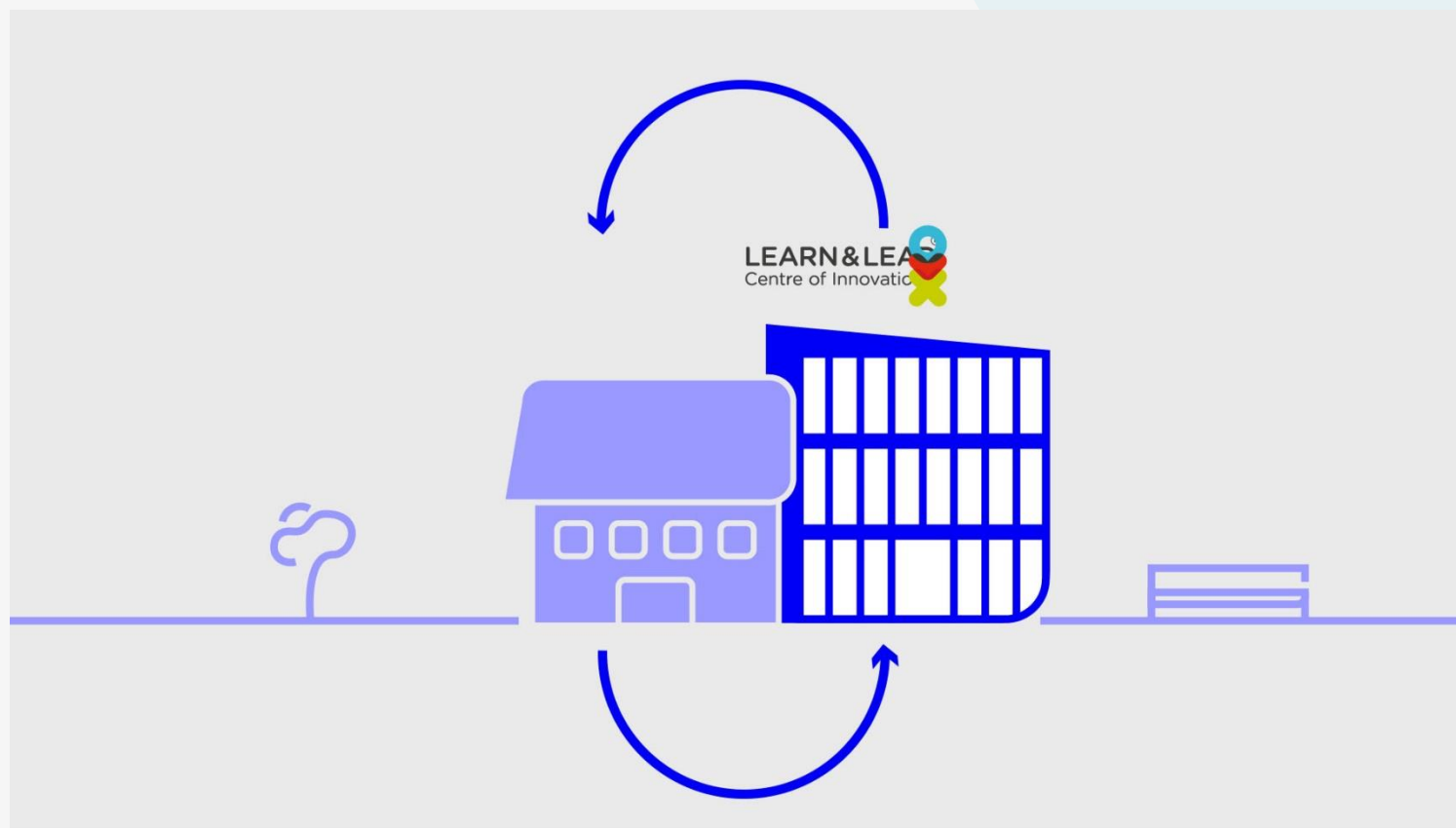
Categories are based on expertise and knowledge, assessed using:

- The European Profiling Grid
- Eaquals framework

WHAT are the Learn & Lead skill sets?



Upgrading a school to a Smart School



Example solution of TASK 1 in the Learn&Lead system:

What opportunities would you offer her in your organisation?

Expert facilitator of English language development

Leader in courses for PSA and Streit

What income would you offer her?

Trainer: EF.A, EF.B, EF.C, AP.D, AP.E, AP.F

Leader: L.A, L.B, L.C, L.D

What tasks would you assign to her?

Lesson delivery and classroom management, leading students in class, updating lesson plans and course materials, project work. Leading trainers, quality and performance management, developing relationships with clients, parents and HR departments, updating and creating new course syllabi, project work.

What would she be responsible for?

Quality and performance of her lessons, quality and performance of the lessons she leads, leadership (specific training, mentoring, consultation) of trainers in her courses

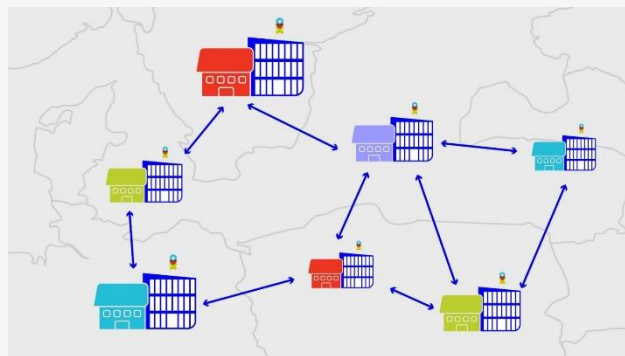
What further development options would you offer her?

Support in her further development to deliver Language-content courses as well as people&business development courses, participation in sales, course developer



The Future of Learn&Lead

The Learn & Lead network – the future?



Learn & Lead
Schools



Body

Learn & Lead
Trainers



Heart

Learn & Lead
Consultants



Mind

Learn&Lead HAPPY SCHOOLS

= AWARE

happy students
with

happy trainers
with

happy managers
with

happy business owners

SUMMARY

The Learn & Lead team are:

ready to share our philosophy and model to support your school and trainers in accomplishing your visions and achieving your goals through providing lifelong learning for everyone.

THANK YOU FOR YOUR ATTENTION!

Any Questions?

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