



# The Aquarian Training Academy

## Trainer Role Descriptions & Primary Responsibilities

This document provides Teacher Trainer Role (position/task) descriptions and primary responsibilities for each level of Trainer within the Aquarian Academy.

This document can be used to:

- Form the basis of your understanding of what is expected for each role
- Better understand the task responsibilities for each role level of Teacher Trainer within the Aquarian Academy
- Provide consistent expectations
- Provide a clearly defined career path for Trainers
- Assist in ongoing trainer development

These role responsibilities are:

- **additive** – the responsibilities listed under the Intern role are also relevant for those roles in more senior positions. Similarly, a Professional Trainer is expected to have previously performed and fulfilled the behaviors associated with their role, the Associate Trainer and the Intern role.
- **generic** to Teacher Trainers of the Aquarian Training Academy at KRI

This document goes hand in hand with the KRI Teacher Trainer Competency model. To review the required competencies for each level, refer to the Competency evaluation document and the rating grid. The competency evaluation form was **designed for use in the development of the current Individual Development Plan (IDP)**. The evaluation by self and other provides the basis for formal movement through the Academy

# Aquarian Teacher Trainer Academy

## Role Description & Primary Responsibilities Matrix

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## Role Level Descriptions

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
<p><b>Nature and Scope of position</b></p>	<ul style="list-style-type: none"> <li>Initial stage of development of a Trainer. Focused on comprehending the full program and being able to deliver small segments.</li> <li>Required to attend 100% of the program sessions.</li> <li>As a member of the Training Team learns how the program is delivered by observing, assisting and supporting all aspects of the course including organization, administration and logistics.</li> <li>Internships last until the Intern demonstrates to the Mentoring Lead their capacity to fulfill the required Roles &amp; Responsibilities and competencies of an Associate trainer, as well as qualify for 50 Content Credits (25% of the Units of Study). Typically this takes two to four complete Level One cycles.</li> </ul>	<ul style="list-style-type: none"> <li>Second stage of development as a Trainer, with developmental focus on developing solid preparation and improving delivery skills and increasing ability to deal with classroom dynamics.</li> <li>Able to teach without supervision, up to 25% of program content for which they have qualified.</li> <li>Encouraged to attend all sessions of a program, with a focus to gaining exposure and experience with a variety of trainers, and qualify for required Content Credits (not required to attend all sessions).</li> <li>May be compensated for teaching time.</li> <li>May participate in other Level One programs with the permission of Mentoring Lead.</li> <li>During the Associate period, the trainer may choose to qualify for another 50 Content Credits (for at total of 100 Credits or 50% of the Units of Study), IF they want to move to Professional. Note: It is acceptable for a TnT to remain at the Associate level if they wish to continue in that role.</li> </ul>	<ul style="list-style-type: none"> <li>Professionals have a solid grasp of the training content, are proficient in Trainer Competencies, and are able to take charge of whole segments of the program.</li> <li>Qualified to teach, unsupervised, up to <u>50% of the program content</u> [Proposed change – currently 80%] in areas they are qualified to deliver.</li> <li>Able to participate in any KRI Level One Teacher Training Program.</li> <li>May continue to qualify for further Content Credits (e.g. remaining 100 content credits or 50% of the Units of Study).</li> <li>Needs to develop the full range of Trainer Competencies if they wish to eventually qualify as a Lead Trainer.</li> </ul>	<ul style="list-style-type: none"> <li>The Lead Trainer is the engine of a Level One program and leader of the Training Team.</li> <li>May delegate various aspects of organization, administration and teaching, but in the end is fully responsible to KRI to deliver the program within the established guidelines and standards.</li> <li>Responsible to set the curriculum, organize and coordinate the Trainer Team, ensure the program’s cohesion, and provide the necessary support for the students as they go through their profound transformative process.</li> <li>Qualified to teach 100% of the program content and up to 80% of any single program.</li> <li>Qualified Mentoring Leads also oversee the development and qualification of Trainers-in-Training as they progress through the Academy.</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
		<ul style="list-style-type: none"> <li>An Associate’s training period lasts as long as they wish to be in this role. If the Associate decides to become a Professional, they must demonstrate their capacity to fulfill the required Roles &amp; Responsibilities and associated Trainer Competencies, as well as qualify for an additional 50 Content Credits (for a total of 100 Content credits or 50% of the Units of Study). It is acceptable to the Academy if a TnT wants to remain an Associate.</li> </ul>		
<b>Essential duties</b>	<ul style="list-style-type: none"> <li>Assists and supports the program organization, administration and logistics.</li> <li>Learns, studies and gains knowledge of the curriculum by preparing lesson plans for small segments of the curriculum which will be reviewed by the Mentoring Lead Trainer, with opportunities to teach under the direct supervision of the mentoring Lead Trainer.</li> <li>Facilitates small groups e.g. check-in; practicum; home study etc.</li> <li>Prepares and teaches Kundalini Yoga Kriyas and meditations.</li> <li>Works with and supports all</li> </ul>	<ul style="list-style-type: none"> <li>Builds on the essential duties of the Intern by assuming more independent responsibilities.</li> <li>Responsible for delivering up to 25% of any single program and dealing with all classroom dynamics.</li> <li>Maintains commitment to ongoing self development for the delivery of the Level I program by continuing to observe others, research and study the topics, as well as deliver new material under the supervision of a professional or lead trainer.</li> <li>Continues ongoing self study of training materials and gains experience in practicing</li> </ul>	<ul style="list-style-type: none"> <li>Builds on the essential duties of the Associate.</li> <li>Responsible for delivering up to 50% of any single program and for logistics, classroom dynamics, individual student support and Trainer Team coordination for designated segments of the schedule.</li> <li>Participates in the planning and organization of the program per agreement with the Lead Trainer.</li> <li>Continues honing their technical training skills and developing their competencies.</li> <li>Succinctly conveys the essence of the teacher training program to</li> </ul>	<ul style="list-style-type: none"> <li>Builds on the essential duties of the Professional.</li> <li>Contracts for each Level One program with KRI.</li> <li>Leads, Plans and oversees all aspects of program including:</li> <li>Curriculum and program schedule.</li> <li>Program logistics (teaching space, meals, accommodations...)</li> <li>Budget and financial arrangements.</li> <li>PR &amp; Marketing.</li> <li>Educational and support materials.</li> <li>Staying up to date with KRI and ATA standards and procedures.</li> <li>Creates cohesive &amp; supportive Training Team.</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
	<p>members of the team.</p>	<p>different training methods.</p> <ul style="list-style-type: none"> <li>• May participate in the planning and organization of the program per agreement with the Lead Trainer.</li> </ul>	<p>prospective students and the community at large.</p>	<ul style="list-style-type: none"> <li>• Inspires, organizes, and leads TnT community meetings that involve all TnT team members, problem solving and resolving conflicts as needed.</li> <li>• Organize and manage a team of Trainers in a manner which maintains consistency through the program and ensures that all topics are properly covered.</li> <li>• Nurtures the spiritual and educational development of all program participants.</li> <li>• Remains an active and contributing member of the local, regional and international community of Kundalini Yoga Teachers (IKTYA) and KRI Teacher Trainers (Aquarian Trainer Academy).</li> <li>• In addition, Mentoring Leads – support TnT’s in developing an Individual Development Plan and qualifying them as they successfully demonstrate their Roles &amp; Responsibilities, Competencies and Content Credits.</li> </ul>
<p><b>Role Purpose</b></p>	<ul style="list-style-type: none"> <li>• To assist in the delivery of Level 1 Teacher Training programs in order to gain a comprehension of all of the program’s components and dynamics and the syntax of how they fit together to transform students into Level One Instructors.</li> </ul>	<ul style="list-style-type: none"> <li>• To be assigned responsibility for definable portions of the Level One Program and deliver up to 25% of a program as part of a trainer team under the direction of the Lead Trainer.</li> <li>• To develop the Trainer Competencies necessary to</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible to deliver the program content and manage all classroom and logistical aspects for up to 50% of a Level One training program, as part of Trainer Team under direction of Lead Trainer.</li> <li>• To continue to develop Trainer Competencies</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible to organize, manage and deliver all aspects of a Level One program in accordance to the standards established by KRI; to lead the Trainer Team; to ensure the program graduates are Level One Instructors of the highest caliber.</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
	<ul style="list-style-type: none"> <li>To develop the Trainer Competencies necessary to successfully fulfill the Intern's Roles &amp; Responsibilities in preparation for moving to the Associate level.</li> <li>To qualify for 50 Content Credits (25%) in the Units of Study.</li> </ul>	<p>successfully fulfill the Associate's Roles &amp; Responsibilities and in preparation for moving to the Professional level.</p> <ul style="list-style-type: none"> <li>To qualify for an additional 50 Content Credits; for a total of 100 Credits or <u>50% of all content</u> [Proposed change-currently all of curriculum except Western Anatomy] in the Units of Study.</li> </ul>	<p>required to manage larger aspects of the course and to handle the more subtle and difficult aspects of the program and student development.</p> <ul style="list-style-type: none"> <li>To qualify for further Content Credits as desired.</li> <li>If a Professional wishes to eventually become a Lead Trainer, to develop the required Trainer Competencies and to qualify for the remaining 100 Content Credits (or a total of 200 Content Credits / 100%).</li> </ul>	<ul style="list-style-type: none"> <li>To represent KRI and Yogi Bhajan as a living example of being a Teacher in the fullest sense.</li> <li>To continue to improve their competency and capacity as a Lead Trainer.</li> <li>To create and develop community.</li> <li>To develop the required <i>Qualities of a Mentoring Lead</i>, if they wish to be qualified as a Mentoring Lead.</li> </ul>
<b>Reporting Relationships</b>	The Intern works and contributes as a support to a Trainer Team reporting directly to the Mentoring Lead trainer, with input from other trainers (as assigned).	The Associate works as a contributing member of a Trainer Team and reports directly to the Mentoring Lead trainer, with input from other trainers (as assigned); the Associate may possibly direct and coach Interns on logistics, administrative issues and limited other topics as determined by the lead trainer.	The Professional works as a full member of a Trainer Team to deliver a Level One program reporting directly to the program's Lead Trainer. Mentoring Leads may enlist Professionals to participate in developing and coaching Interns and Associates. <u>Professionals stay in relationship to a Mentoring Lead</u> [Decided TTEC Sept 2010] in order to continue their own development as trainers.	The Lead Trainer reports to KRI to fulfill contract obligations.
<b>Primary Responsibilities</b>				

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
<b>Spiritual &amp; Self Development</b>	<ul style="list-style-type: none"> <li>• Develops greater self awareness by identifying one's own strengths and weaknesses.</li> <li>• Teaches in the neutral space of the Golden Chain.</li> <li>• Commits to regular daily practice of yoga and meditation; sadhana.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates self awareness by dedicating practice to continued development of strengths and weaknesses.</li> <li>• Deepens understanding of the role of a teacher trainer; able to articulate and demonstrate through presence.</li> <li>• Tunes into / connects to Golden Chain; bows to something greater than him/herself.</li> <li>• Maintains a regular daily practice of yoga and meditation; sadhana.</li> </ul>	<ul style="list-style-type: none"> <li>• Exemplifies self awareness by dedicating practice to continued development of strengths and weaknesses.</li> <li>• Develops intuition.</li> <li>• Responds from intuition as teacher trainer, able to maintain presence of openness and non judgment.</li> <li>• Tunes into / connects to Golden Chain.</li> <li>• Maintains a regular daily practice of yoga and meditation; sadhana.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintains comprehensive self awareness; able to honor strengths and weaknesses, remain constant and neutral</li> <li>• Exemplifies self awareness by dedicating practice to continued development of strengths and weaknesses.</li> <li>• Utilizes intuition.</li> <li>• Responds from intuition as teacher trainer, consistently maintains presence of openness and non judgment.</li> <li>• Tunes into / connects to Golden Chain.</li> <li>• Maintains a regular daily practice of yoga and meditation; sadhana.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Clearly presents ideas, feedback and suggestions to trainers and attendees of the Level I course.</li> <li>• Listens for comprehension and follows up with questions or concerns to validate understanding.</li> <li>• Articulates clearly and concisely.</li> <li>• Facilitates information sharing within small groups.</li> <li>• Gains an understanding of when to share or hold confidential information about individuals.</li> <li>• Communicates student status and concerns (as necessary) to the appropriate Team</li> </ul>	<ul style="list-style-type: none"> <li>• Uses effective listening skills to confirm students' understanding of the Teachings.</li> <li>• Demonstrates an ability to share or hold confidential information about individuals.</li> <li>• Maintains neutrality when responding to students' questions and concerns regarding difficult or confronting topics.</li> <li>• Develops a greater awareness and intuition to fully penetrate students with the full facets of the technology.</li> <li>• Intervenes in concert with Lead or Professional when in handling situations during</li> </ul>	<ul style="list-style-type: none"> <li>• Openly discusses difficult issues and concepts; intervenes and handles difficult situations during class.</li> <li>• Demonstrates multi-faceted communication skills including attentive listening, story-telling with a point and coaching skills.</li> <li>• Maintains awareness of group and individuals' state and the capacity to respond and adjust to his in the moment in order to deliver the material most effectively.</li> <li>• Demonstrate use of awareness and intuition to fully penetrate students with</li> </ul>	<ul style="list-style-type: none"> <li>• Uses exceptional multi-faceted communication skills including attentive listening, story-telling with a point and coaching skills; provides feedback and guidance on development of these skills in others.</li> <li>• Breaks down complex topics and shares essential Teachings in a manner conducive to the student population.</li> <li>• Conveys Teaching's to all levels (i.e. students, interns, associates, etc.) clearly and concisely; uses actively listening and effective questioning techniques to understand other's messages.</li> </ul>

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	member.	class.	<p>the full facets of the technology.</p> <ul style="list-style-type: none"> <li>• Breaks down complex topics and shares essential Teachings in a manner conducive to the student population.</li> </ul>	
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• Shares responsibility and accountability for delegated tasks.</li> <li>• Actively encourages student participation.</li> <li>• Participates in the review, evaluation and grading of homework, exams, and other activities as assigned by the Lead Trainer.</li> <li>• Develops and deepens ability to work successfully with the training team and students.</li> <li>• Gains experience providing feedback to and receiving feedback from all Trainers within the Program at the appropriate time and place.</li> </ul>	<ul style="list-style-type: none"> <li>• Fosters collaboration among team; supports team members in overcoming any barriers or obstacles.</li> <li>• Demonstrates ability to work towards the collective success of all (training team members and students).</li> <li>• Provides feedback to all Trainers within the Program at the appropriate time and place.</li> <li>• Helps team members organize and prioritize tasks, as well as supports completion of activities as assigned by Lead Trainer.</li> </ul>	<ul style="list-style-type: none"> <li>• Operates with a true sense of teamwork to enhance the effective presence of the team as a whole and to lead and inspire Associates, Interns and Students.</li> <li>• Manages and facilitates coaching opportunities as appropriate; provides feedback to support the team's functionality and development.</li> <li>• Monitors and provides additional guidance to Interns and Associates as assigned/requested.</li> <li>• Provides direction and support in maintaining the direction as established by the Lead Trainer.</li> </ul>	<ul style="list-style-type: none"> <li>• Builds a cohesive and successful training team by providing direction and support and using all facets of Yogi Bhanjan's teachings.</li> <li>• Oversees, leads and manages all resources (holds the space) in the transformation of the student.</li> <li>• Develops the team's skill by delivering guidance and timely feedback.</li> <li>• Provides assignments to Interns and Associates to support completion of IDP goals.</li> <li>• Determines tasks and resources; Delegates appropriately.</li> </ul>
<b>Training Development</b>	<ul style="list-style-type: none"> <li>• Observes and documents the Trainers delivery of training topics and sequence; maintains the ability to be a "student".</li> <li>• Studies under the supervision of Lead trainer.</li> <li>• Completes self-appraisal on teaching performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Continues observation and documentation on delivery of training topics; maintains the ability to be a "student" (e.g. continues to learn).</li> <li>• Completes Competency self assessment.</li> <li>• Completes self-appraisal on teaching performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Self-evaluates delivery of training topics; incorporates students' and other Trainers' feedback to strengthen delivery.</li> <li>• Completes Competency self assessment.</li> <li>• Completes self-appraisal on teaching performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Assesses trainee skills effectively; Evaluates training or skill effectiveness by observing the trainee in the Trainer role; Identifies performance gaps of trainee and desired end state.</li> <li>• Provides feedback on performance and how well prepared trainee is in various</li> </ul>

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	<ul style="list-style-type: none"> <li>Creates an individual development plan for self and discusses with Mentor (see Mentor Mentee Agreement).</li> <li>Completes activities as outlined in the individual development plan (IDP).</li> <li>Develops and delivers topic workshops to deepen yogic knowledge and trainer skills.</li> </ul>	<ul style="list-style-type: none"> <li>Develops Individual Development Plan (IDP) for personal development.</li> <li>Completes activities as outlined on the IDP.</li> <li>Delivers topic workshops to expand and deepen yogic knowledge and trainer skills (moving to a place of shuniya to teach).</li> </ul>	<ul style="list-style-type: none"> <li>Develops Individual Development Plan (IDP) for personal development.</li> <li>Completes activities as outlined on the IDP.</li> <li>Develops learning and performance strategies.</li> <li>Maintains focus on students' outcomes and aligns delivery to support students' spiritual transformation (awakening).</li> </ul>	<p>skills and areas.</p> <ul style="list-style-type: none"> <li>Creates a learning strategy to bridge gap; provides input to trainee's development and may use an Individual Development Plan (IDP).</li> <li>Evaluates candidate's performance post completion of IDP and makes further recommendations.</li> <li>Recommends guidance and criteria be provided by KRI</li> <li>Follows established criteria for trainee selection that includes ability to deny entry into the mentoring program if applicant is not ready; Offers feedback on how they can improve their qualifications by offering them various ways to prepare to become a trainee</li> </ul>
<b>Trainer Delivery</b>	<ul style="list-style-type: none"> <li>Gains insight into development of course curriculum; lecture, experiential learning methods and group dynamics.</li> <li>Learns how to identify and evaluate learning and performance issues of students.</li> <li>Gains insight into and experience with the established course structures.</li> <li>Conducts the student-teacher practicum evaluations and guides group feedback.</li> <li>Gains an awareness of how a</li> </ul>	<ul style="list-style-type: none"> <li>Develops a lesson plan for each major topic as outlined in the Level One Textbook.</li> <li>Designs course to address diversity and inclusion of all learners.</li> <li>Proficient at developing curriculum; understands the entire program curriculum.</li> <li>Understands how a students' experience/training in any non-Kundalini schools of yoga or related disciplines may impact the students' teaching style.</li> <li>Delivers subject matter</li> </ul>	<ul style="list-style-type: none"> <li>Expands development of lesson plans and curriculum for all topics (100%); captures and shares methods used for development of curriculum with other Trainers; teaches, unassisted, any content area of the curriculum, for which they have qualified.</li> <li>Remains steady and constant in "holding the space" required to take the trainees through process of self transformation.</li> <li>Maintains a conscious presence to keep students</li> </ul>	<ul style="list-style-type: none"> <li>Designs teaching schedule of the team's co-trainers; Establishes Trainer-in-Training programs and mentoring for Interns and Associate Trainers as required</li> <li>Organizes a Level One course which fulfills all curriculum and practicum requirements; Creates a written curriculum outline based on the Aquarian Teacher Program, which shows when all the required topics will be covered, when necessary practicum's will happen, when and how exam will be given,</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
	<p>student's experience or training in a non-Kundalini school of yoga or related disciplines may impact the students' teaching style.</p>	<p>expertise on selected topics; well versed on how to train for those specific modules, including multiple delivery styles.</p> <ul style="list-style-type: none"> <li>• Ensures the established course content is followed to reinforce learning.</li> <li>• Conducts student-teacher practicum evaluations and guides group feedback.</li> <li>• Shares the teaching space.</li> <li>• Gains Student/Trainee trust and respect.</li> </ul>	<p>engaged during a long training day.</p> <ul style="list-style-type: none"> <li>• Supports and manages the course structures established to reinforce learning.</li> <li>• Gains and maintains Student/Trainee trust and respect</li> <li>• Holds students accountable to their commitments and responsibilities including course requirements and/or financial obligations (in a compassionate manner).</li> </ul>	<p>etc.</p> <ul style="list-style-type: none"> <li>• Creates and promotes supportive structures such as study groups, buddy system, mentors, exam prep, homework assignments, trainer availability by phone or email, social gatherings, field trips, etc. to reinforce learning.</li> <li>• Manages course in a professional business like manner, including customer service, finances, and logistics.</li> <li>• Oversees the evaluation of the student-teacher practicum, Assess areas for improvement and guide group feedback; ensure Training Team follows the established model</li> <li>• Schedules, monitors, and manages program and demonstrates sound reasoning and flexibility in setting priorities keeping in mind the Team goals</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
<b>Program Planning &amp; Administration</b>	<ul style="list-style-type: none"> <li>• Arranges for training materials, equipment, and facilities.</li> <li>• Provides in-class program support as needed.</li> <li>• Supports the tracking of all materials covered throughout the duration of the program (kriyas, meditations, DVDs, etc.)</li> <li>• Monitors and collects information on student activities, i.e. completed homework, class attendance, student evaluations, etc.</li> <li>• Gains exposure to any interview process utilized during the course, (pre-interviews, exit interviews, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Organizes and delivers specific aspects of training program (e.g. hospitality for students and trainers, teaching materials, food etc.).</li> <li>• Assists with advertising and promotion of course.</li> <li>• Conducts any entry/exit interview process required throughout the duration of the course.</li> <li>• Gains a complete understanding of all KRI requirements for program completion, (e.g. policy and procedures are followed; students comply with forms and course requirements).</li> </ul>	<ul style="list-style-type: none"> <li>• Understands, applies and fully utilizes the technology of Kundalini Yoga in organizing and delivering the Level I teachings of Yogi Bhajan to ensure the teachings remain pure.</li> <li>• Provides support and guidance with program advertising and promotion</li> <li>• Understands all Level 1 Program Requirements outlined in the KRI Licensing Contract including student requirements for program completion.</li> <li>• Supports Lead Trainer and course participants in meeting KRI course requirements (e.g. compliance with forms, etc.)</li> <li>• Conducts effective pre-interview with prospective students and filters with discernment.</li> </ul>	<ul style="list-style-type: none"> <li>• Completes KRI Licensing Application</li> <li>• Understands, applies and fully utilizes the technology of Kundalini Yoga in organizing and delivering the Level I and Level II teachings of Yogi Bhajan; to ensure the teachings remain pure.</li> <li>• Ensures completion of all requirements in regards to administrative and licensing interface with KRI. (May have an administrator who does actual work, but must know requirements and be able to trouble shoot any problems, deal with special situations, etc.)</li> <li>• Oversees and manages any interview process implemented for the course; trains Interns and Associates on interview standards and student evaluations</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Gains insight and examples into motivating students (lets students figure it out for themselves).</li> <li>• Promotes understanding of the Teachings by sharing personal experiences as appropriate.</li> <li>• Supports the Trainer team staying on track while recognizing appropriate changes to the teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Motivates the students (lets the students figure it out for themselves).</li> <li>• Manages the teaching environment to maximize student-teachers' experience.</li> <li>• Guides the group in providing effective feedback during the evaluation of a student-teacher's practicum; ensures basic components of student delivery are accurate; remains</li> </ul>	<ul style="list-style-type: none"> <li>• Skillfully manages the teaching environment to maximize student-teachers' experience.</li> <li>• Manages the group in providing effective feedback during the evaluation of a student-teacher's practicum; ensures basic components of student delivery are accurate; remains (compassionate) sensitive.</li> </ul>	<ul style="list-style-type: none"> <li>• LEADS: Learns relentlessly; Elevates each person to their best; Advances the training schools and builds community; Delivers the program</li> <li>• Assumes full responsibility for delivery of the program.</li> <li>• Oversees and manages the local Intern Program; maintains effective communication with KRI Training school regarding development of all levels;</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
	<p>schedule.</p>	<p>(compassionate) sensitive.</p> <ul style="list-style-type: none"> <li>• Demonstrates an in-depth awareness of one’s own areas of competence and involves others as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>• Fosters an environment of growth and learning; supports and suggests learning opportunities for other Trainers.</li> <li>• Maintains a proactive role in overall delivery of the Teachings; provides updates to Lead Trainer on materials covered and key observations regarding the students’.</li> </ul>	<p>actively pursues opportunities to work with Interns and Associates throughout the delivery of the program.</p> <ul style="list-style-type: none"> <li>• Promotes the development of others; provides opportunities for growth; Prepares others for teacher-training role; knows when to let students figure it out for themselves (not create dependency); creates learning opportunities for trainees</li> <li>• Knows when to step back and let other’s take charge”.</li> </ul>
<p><b>Relationships &amp; Community Building</b></p>	<ul style="list-style-type: none"> <li>• Pursues opportunities to remain involved with the community; maintains a good reputation in the community (as active or leader participant).</li> <li>• Works to build community; Provides service to the community; Demonstrates attitude of service/seva, (beyond teaching).</li> <li>• Connects students to larger international community of KY teachers promoting IKYTA and/or National Associations.</li> <li>• Works and cooperates with others, supporting, assisting or leading, as needed.</li> <li>• Stays connected to the trainer community as an active and contributing member of the local, regional and international community</li> </ul>	<ul style="list-style-type: none"> <li>• Pursues opportunities to remain involved in 3HO sponsored events and workshops in their community.</li> <li>• Participates as an active and contributing member of the local, regional and international community of KY Teacher Trainers.</li> <li>• Identifies, communicates and manages Trainer and students’ expectations and resolves any conflicts.</li> <li>• Seeks feedback from others on effectiveness of teaching and means of improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• Shares knowledge, information and ideas with colleagues in a timely manner; Provides positive and constructive feedback to team members.</li> <li>• Participates in organization alignment among team members towards achieving vision and goals; Teachings remain pure.</li> <li>• Provides teaching summary for topics presented as well as feedback and input on team and co-training experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Builds organizational alignment among team members towards achieving vision and goals; Ensures the Teachings remain pure.</li> <li>• Debriefs co-training experience; Provides feedback to members of training team; Provides recommendations on how the team could be more effective in delivering the teachings.</li> <li>• Creates and maintains a training team to deliver all aspects of the training; Inspires and manages training team and delivers the program</li> </ul>

Role Title	Intern	Associate Trainer	Professional Trainer	Lead Trainer
	of Kundalini Yoga Teacher Trainers.			
<b>KRI Requirements</b>	<ul style="list-style-type: none"> <li>• Fully Level Two Certified.</li> <li>• Abides by the KY Teachers Code of Excellence and Code of Professional Standards of a Kundalini Yoga Teacher.</li> <li>• Attends at least one major KRI, IKYTA or 3HO Event every year.</li> <li>• Attends a Trainer Forum at least every other year.</li> <li>• Continues to teach as many KY classes and comprehensive workshops as possible.</li> <li>• Interns do not license yearly with KRI; it's covered in their application fee</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfills all Standards listed under Intern.</li> <li>• Annual KRI Trainer relicensing.</li> <li>• Attends a Trainer Forum at least every other year.</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfills all Standards listed under Associate.</li> <li>• Attends a Trainer Forum at least every other year.</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfills all Standards listed under Professional.</li> <li>• Responsible to ensure the program and all Trainer Team members maintain KRI Standards and Code of Excellence.</li> <li>• Attends a Trainer Forum at least every other year.</li> </ul>