District 5400

Learning & Development Team

Job Description

The District 5400 Learning & Development Team (L&DT) has the awesome responsibility to help our Rotarians and Rotaractors have more opportunities to learn more about Rotary. The Team is looking for others who have a passion to share information regarding Rotary, leadership at all levels, and so much more. To be a Team member you need not know everything about Rotary but have a desire to help others learn. We are not asking all our Team members to be instructors although some will be. Our Team will also need folks who can organize learning sessions, develop agendas and / or curriculum, handle communications as well as many other ways to be involved.

Why do we need a strong L&DT? District 5400 is moving towards some new learning opportunities in conjunction with many other districts within our Zone. We are looking to bring new and exciting fun filled ways to help our members learn as much about the many aspects of Rotary as possible. To do so, we need your help.

Another part of the ‘Why’ is that we know:

* Trained Rotarian/Rotaractor is more engaged.
* An educated or informed Rotarian/Rotaractors are empowered and enriched.
* Our Rotarians/Rotaract customer know what to expect and the desired outcomes.
* It creates an environment of collaboration, engagement, and motivation.
* Participant centered learning is aimed at the person in the chair (the “customer”). It responds to what our members (customers) want and need. It may provide learning opportunities to the customer does not yet realize it will help them.
* Adult learning. This Creates an environment of “meeting people where they are” as opposed to talking at them to just give them the info that must be given. Education is tailored to the how people learn, the levels they are at and in the format that works best for them.
* Participative and facilitated.
* Continuous. *An example of this is the pre- and post-PETS continuity*.
* Layered (building on prior and serving as a platform for subsequent. Bit by bit). Information is not thrown at customer all at once: start foundational learning and then layer on the learning over time.
* Coordinated. Avoid unintended redundancy or duplication. Purposely include information/learning needed by all: provide the appropriate action for a customer group. Not one-size-fits-all: not the same content and messaging and actions to all customers.
* Opportunities that are provided WHY, HOW, WHEN and WHERE Rotarians need them. The WHAT is tailored to the specific audience or customer. Thus, it is value-added to them. There should be a value proposition with the educational sessions – every session should be looked at through the lens of not only educating on the Rotary topic at hand but also what type of personal/professional development can be achieved from the session.
* Results in the outcomes we aim to achieve.
* Brings together all elements into the Learning and Development: The three essential elements of Foundation, Public Image, and Membership as well as Strategic Planning, Leadership development at all levels of the organization, RLI, District Assembly, PETS and more. All district learning efforts are coordinated so there is no unnecessary duplication or missed opportunities to reinforce.
* Professionally crafted.

The following are some of the qualities we are looking for in our L&DT members. A person need not have all the skills but is willing to work within a team environment to achieve great outcomes.

Qualities for all team members and the team leader:

* + Are familiar with adult learning.
  + All team members should develop knowledge of the offerings of the RI Learning Center and how they could supplement their own efforts.
  + Look for persons who can think outside the box. Also, who can adapt to different styles of learning. People who are creative and diverse. All ages.
  + Willing to work as a team.

Consider a Team whose members have the following specific skills:

* + Curriculum developers with curriculum development expertise. Individuals who can connect and coordinate the various learnings/ trainings (and communicate messages and actions that are appropriate to the specific audience). An understanding how to layer educational offerings.
  + Content experts to provide necessary content to Curriculum developers (to the extent they need it).
  + Facilitators, with facilitation skills/ability to deliver the training/learning. Facilitators keep participants on task (using leaders guide with some key messaging). Much input comes from the participants.
  + District Rotary Foundation, Membership and Public Image chairs are part of this team—because of the educational and content role they play for Rotarians. Their messaging needs to be connected to other district learning & development efforts, and appropriately directed to the specific customer and what the latter needs/can act on.
  + Coaches for the facilitators, with the ability to help improve presentation skills/facilitation skills of persons delivering the learning and development.
  + Zoom/remote learning technology management and facility with the various tools that promote adult learning (incl. breakout rooms, polling, etc.). We expect that Zoom or other virtual platforms will be a part of our future trainings. This team to watch for new technologies and other innovative ways to interact with our customers.
  + Executional support (*acquiring resources, training facilitators, scheduling, and managing the Learning events; supporting club trainers*). This may lead to providing the learning experiences at a variety of district combined events (i.e., Conference).
  + Evaluators. To ask the questions to ascertain if outcomes achieved and if action will happen.
  + Organizational skills, logistical skills, communications skills, or other support skills
  + Advisors to the Chair and the Team.

If this sounds like a way you would like to provide service to not only your club, but the district please contact the L&DT Leader. If you have any questions about what your District 5400 L&DT is planning or any other questions regarding becoming a team member please let me know.

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