

KIM TEAM: ROLES AND RESPONSIBILITIES

- **Coach in Training**
 - Shadows and observes classes of mentor coaches
 - Learn KIM coaching strategies and techniques
 - Continuous improvement
- **Junior Coach (bronze and silver coaches)**
 - Learning the first step of the Art of Teaching (control)
 - Completes the bridging the gap modules for learning and development
 - Runs their own classes ages 4 - 7
- **Head Coach (gold coach)**
 - Working on mastering the first 3 steps in the Art of Teaching
 - Actively participates in team training
 - Liaises with management on team objectives.
- **Mentor Coach**
 - Provides guidance and advice to junior coaches.
 - Offers specialized coaching techniques.
 - Helps develop coaching philosophies.
- **Member Experience Team Member**
 - Ensures positive interactions with members.
 - Addresses member concerns and feedback.
 - Organizes events to enhance member experience.
- **Head of Member Experience Team**
 - Sets strategic direction for member engagement.
 - Manages team of member experience specialists.
 - Develops initiatives to improve member retention.
- **Marketing Manager**
 - Develops marketing strategies and campaigns.
 - Manages advertising and promotional activities.
 - Responsible for all communication with team and members.
- **Team Development Manager**
 - Designs and implements team training programs.
 - Evaluates performance metrics and progress.
 - Coordinates with coaches and management on development goals.
- **Child Safety Officer**
 - Develops and implements child protection policies.
 - Conducts background checks on staff and volunteers.
 - Provides training on child safety protocols and reporting procedures.
- **Integrator**
 - Facilitates communication between different departments.
 - Ensures smooth execution of projects across teams.
 - Resolves conflicts and promotes collaboration.
- **Visionary**
 - Sets long-term goals and direction for the organization.
 - Inspires and motivates team members and reinforces the mission.
 - Identifies emerging opportunities and trends.
- **Finance and Admin Chief**
 - Manages financial planning and budgeting.
 - Oversees administrative functions of the organization.
 - Ensures compliance with financial regulations and policies.