



Bio-Karen Halman

Over 25 years of experience in training and adult education including franchise training. Over 12 years of experience as a multi-unit franchisee and 10 years as the Assistant VP of Operations and Training for an international franchise organization. During my tenure as AVP of Operations and Training, I developed and maintained the operations manual for the franchise, as well as created hands-on training and policies and procedures instructor guides and student workbooks. As a consultant to a new franchise, I wrote their operations manual and developed all training materials including New Franchisee training and Employee Policies and Procedures training.

Additional experience consists of: conducting presentations to diverse learners; designing learning modules for the in-person and distance learner; administering needs assessments and determining ROI of individual trainings, organizing strategic planning meetings for company executives, conducting webinars and overseeing production of training videos. Certified in Myers Briggs Type Indicator and Instructional Design.