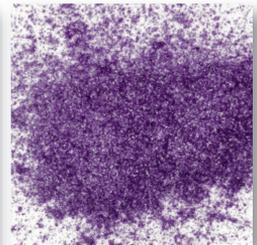


AVON
advanced
leadership



AVON
the company for women



COORDINATOR LEVEL

Coordinator level represents the starting point of your Advanced Leadership journey.

Key behaviours:

- Actively seek out opportunities to recruit new Representatives
- Build your own and your teams selling skills
- Look for opportunities to advance to higher titles
- Build a local network

In essence, it's all about finding new Representatives to build your team!



Title Qualifications	Coordinator	Advanced Coordinator	Senior Coordinator
Personal Sales	£87	£87	£87
Generation 1 Active Representatives	5	10	15
Group Sales	£800	£2,000	£4,000
Commission			
Generation 1 Commission	4%	5%	6%
Generation 2 Commission	1%	2%	3%
Generation 3 Commission	n/a	n/a	1%
Average Earnings*			
Annual	£500	£1,000	£2,500

LEADER LEVEL

On progression to Leader level, you'll be more confident in building your team and reaching your earning potential.

Key behaviours:

- Identify and develop other Sales Leaders
- Coach others in building their selling skills
- Identify target audiences to grow your network
- Analyse and identify business growth opportunities

At Leader level, the focus turns towards your downline Sales Leader team.



Title Qualifications	Leader	Advanced Leader	Senior Leader
Personal Sales	£87	£87	£87
Generation 1 Active Representatives	20	20	20
Group Sales	£8,000	£16,000	£35,000
Generation 1 Advanced Coordinators+	1	2	3
Commission			
Generation 1 Commission	7%	8%	8.5%
Generation 2 Commission	4%	4%	4%
Generation 3 Commission	1.5%	2%	2%
Average Earnings*			
Annual	£6,000	£14,000	£30,000



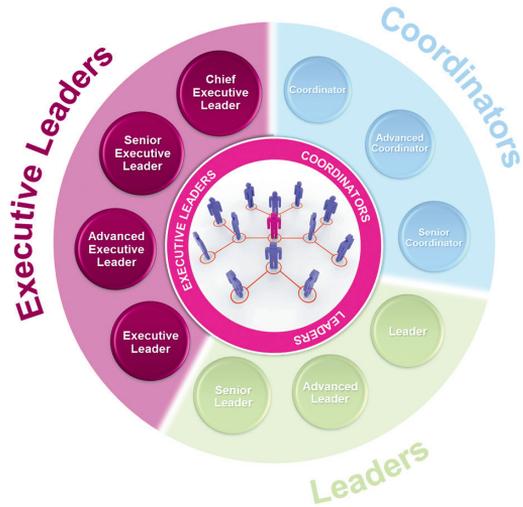
EXECUTIVE LEADER LEVEL

As an Executive Leader you'll continue to display the behaviour of a Coordinator and Leader with a focus on developing and mentoring your team.

Key behaviours:

- Demonstrate entrepreneurial skills
- Manage and develop a large diverse network
- Identify and mentor talent
- Develop long term business strategies

Executive Leaders will need to support Sales Leaders as they build their Independent Avon business



Title Qualifications	Executive Leader	Advanced Executive Leader	Senior Executive Leader	Chief Executive Leader
Personal Sales	£87	£87	£87	£87
Generation 1 Active Representatives	20	20	20	20
Executive Qualifying Sales	£50,000	£50,000	£70,000	£70,000
Generation 1 Advanced Coordinators+	4	5	6	7
Advanced Leader+ Titled Legs	1	3	5	7

Commission

Generation 1 Commission	9%	9%	9%	9%
Generation 2 Commission	4.5%	4.5%	4.5%	4.5%
Generation 3 Commission	3%	3%	3%	3%
Executive Commission	1.5%	2%	2.5%	3%

Average Earnings*

Annual	£60,000	£100,000	£300,000	£500,000
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*Estimation based on assumptions.

The Advanced Leadership Programme commences in Campaign 12 2014 (National) and Campaign 14 2014 (Trendsetters).

It is illegal for a promoter or participant in a trading scheme to persuade anyone to make a payment by promising benefits from getting others to join a scheme. Do not be misled by claims that high earnings are easily achieved.

