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Abstract: **(in English, font Times New Roman, 11 pt, Justify, not more than 300 words or 1900 characters).** The development of internet technologies and the improvement of e-learning platforms has placed the instructor in an entirely new role. Electronic learning is designed for self-study, consistent with students’ characteristics and allowing them to manage their own learning process. This way, the teacher can leave the field of the “knowing it all” and transfer into becoming a tutor who can support the learning path of students using internet communication technologies. Such a shift unveils the controversial status of the teaching institution in a world of digits, which is additionally complicated by the advent of Y and Z generations in higher education known as “digital natives” who can perfectly handle the use all electronic devices and their countless applications as compared to the inability of many of their professors. Despite the skepticism in the academic world towards the use of electronic platforms instructors have not lost their importance but on the contrary, their responsibility has even increased in their new role of being competent guides to students in  the sea of information and resources available in cyberspace.

**Key words:** competency; informal learning; e-learning; tutor; effectiveness

(Times New Roman, 11 pt, Justify)

Times New Roman, 12 pt, Indentation: First Line 1 cm

The paper should be formatted with the following characteristics: size of page 21 см × 29,7 см (А4), Top: 2 сm, Bottom: 2 сm, Left: 3 сm, Right: 2 сm; Font Times New Roman, 12 pt, Justify, Spacing – 1 (Single) and indent from the first paragraph 1 сm (First line). **Maximum number of pages should be 6 (six) standard typed pages (1800 characters/page),** including the title, abstract, tables, figures and bibliography. **Pages should not be numbered.**

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Explanatory notes (footnotes) should be positioned on the same page and special emphasis should be italicized (*Italics*).

Figures and tables

The figures and tables should be separated from the main body of the text by a single space. The tables and figures should be numbered, captions should be provided in bold, and images should be centered. Figure captions should be written below them and centered:



**Fig. 1**. Caption.

Table captions should be written above. The text should be 10 pt, Times New Roman. The captions for labelling the columns should start with a capital letter (see the example)

**Тable 1.** Title

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Cameron, E., Green, M. (2015). *Making sense of change management: A complete guide to the models, tools and techniques of organizational change*. Kogan Page Publishers.

Avolio, B. J., Bass, B. M., & Jung, D. I. (1999). Re‐examining the components of transformational and transactional leadership using the Multifactor Leadership. Journal of occupational and organizational psychology, 72(4), 441-462

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