



Supervisory Leadership Essentials

Successful organizations use the **creative energy of employees** to seek solutions to organizational challenges. It is supervisors who provide the link between the organizational mission and employee actions. With organizations demanding higher levels of supervisory leadership capability, it is important for supervisors to understand their role within the company. A supervisor needs to have multi-dimensional talents to fulfill the diverse duties of their role and address the personal and employee challenges they face. When supervisory skills are sharpened, the results can lead to **higher employee performance, greater employee satisfaction, a positive workplace**, and ultimately, a positive impact to the bottom line.

This comprehensive and interactive program develops supervisory leadership skills to provide new and experienced supervisors with the **tools and skills for building personal confidence in their supervisory leadership role**. Participants will gain the necessary knowledge, skills, and behaviors to increase their supervisory effectiveness and help them to adapt to changing work demands. Interactive discussions, exercises, games, and participant handouts reinforce key learning points. Each module can be delivered individually to address specific skills or as a full program in a two day format.

Specific learning objectives of the Supervisory Leadership Essentials program include:

- ✓ Understand how leadership expectations impact employee behavior and how to become a positive role model.
- ✓ Learn how to successfully integrate and orient a new employee and adapt on-the-job training to individual learning styles.
- ✓ Discover the Situational Leadership Model and gain an understanding of the styles of leadership that can be utilized for different employees, and when to use each style.
- ✓ Discover the importance of two-way communication when engaging in a discussion regarding feedback, regardless of the situation.
- ✓ Learn the role supervisors play in managing change and adopt strategies to effectively managing and help others adjust to change.
- ✓ Identify options for handling competing demands such as balancing work tasks with leadership responsibilities, and how to apply strategies to manage the ensuing pressures of time and stress.

This program is designed to be delivered over a two-day period, or each module may be delivered separately. If the full program will be delivered over time, it is recommended that the modules are delivered in sequence.

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