

Executive Summary

Title: The Role of the Supervisor in Growth Oriented Supervision

Description:

This interactive training for supervisors is designed to address all types of learning while including an understanding of the crucial role that supervisors play in retaining and teaching staff. The training will consider the applications of best practice techniques and strategies for increasing the understanding of supervisors in how to improve transfer of learning with supervisees. The training will utilize didactic lecture and practical approach exercises.

Target Audience:

The training will be of interest to supervisors and staff who are interested in learning about improving their skills as supervisors.

Objectives:

As a result of this training participants will...

1. Identify the relationship between good supervisory practice and staff retention.
2. Review best practice guidelines for supervision and the four roles of a supervisor.
3. List the elements of a supportive environment.
4. Defend the value of a strong supervisory relationship while reviewing techniques for establishing a good relationship
5. Discuss the concepts of team management with a special emphasis on morale and burnout.
6. Define concept of “transfer of learning” and the role of the supervisor.

Before the training supervisors can:

- review the objectives with the staff member to help the staff member focus on areas for their development
- ask the staff member to share information with the rest of the team upon their return

After the training supervisors can:

- review the information for compatibility with agency expectations
- review in supervision with the staff member the information as applied to specific meetings
- use two of the strategies in a meeting