

# Customized Supervisor Training



Sandbar Coaching and Consulting will design and deliver a fully customized training program designed to meet your organizations unique leadership needs. The program is designed for intact supervisor teams and is not available for open registration. This 35 hour “Developing Your Leadership Capacity” program covers classroom based learning and action orientated learning labs. Topic areas include:

## Building effective teams

- Reaching a common understanding of what it means to be a team.
- Develop a stronger understanding of the components that make a highly effective team:
- Learn a common language around team effectiveness.

## Conflict management

- Identifying your conflict style.
- Understanding how your personal style impacts your peers and direct reports.
- Exploring how conflict can work for you and your team’s success.
- Skills required to managed conflict well.

## Effective delegation

- Myths of delegation.
- Strategies for delegating effectively.
- Using goal setting to improve delegation success.

## Identifying your personal leadership style

- Understanding your personal style.
- Determine your personal strengths.
- Moderating approach for success

## Leading from a distance

- Analyzing the workplace
- Overcoming proximity bias

- Understanding motivation for work

## Setting performance expectations

- Goal setting
- Aligning goals and individual key performance indicators (KPI)
- Measuring results
- Recognition and feedback

## Transitioning from teammate to team leader

- Skills, abilities and attributes of a new supervisor
- Making the move to leadership – what you keep and what you leave
- Individual contributor characteristics that support and/or hinder supervisory excellence

## Time management and priority setting

- Key time wasters.
- Strategies for managing multiple priorities.
- Practical time management solutions.

*Fee : \$2150 per person for one intact team of 14 (\$30,100) plus GST*