

Supervision & Performance Management

Competency 5

Shepherd & Shepherd's supervision and performance management programs address the critical area of supervision and performance management of staff. This key area of business and management is one where experienced professionals have often had little, if any, training or assistance. Tailored programs in supervision and performance management will encompass the planning of a supervisory relationship and the ability to formulate and give formal and informal performance feedback such as performance reviews.

Who Should Attend

This program is relevant to all professionals who supervise one or more people. The aim of the program is to recommend a framework and process for supervision that will save time, ensure certainty and benefit all parties to the supervisory relationship. Simulations in the program are designed to focus on the particular supervisory challenges participants face.

Outcomes

On completion of the program participants will have acquired skills in:

- designing and drafting a Supervision Plan to make the process more exact and efficient;
- inducting a new supervisee (new or experienced) into your particular supervisory relationship;
- implementing an effective work delegation strategy;
- preparing and conducting "Staff Performance Reviews"; and
- undertaking constructive informal supervisory and feedback sessions

Participants: 4 to 6 person maximum

Duration: 1 - 2 Days (commonly integrating individual coaching sessions)