# SEED: Supervision for Effective Employee Development



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# Agenda





#### Hammer vs. Nail



















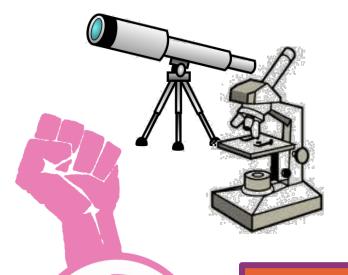




#### Hammer or Nail

Find someone you don't already know





When it comes to supervision... are you a MICROSCOPE or a TELESCOPE?



#### **Marshmallow Towers**

Get into groups of three and select one of the following roles: **Objective**: Replicate our Marshmallow model EXACTLY



#### **Builder:**

- ✓ Builds the Model
- ✓ Talks to the Coach
- ✓ Cannot look at the Artist



#### **Artist:**

- Makes multiple trips to look at the model
- Must communicate steps to construct the model to the coach
- ✓ Cannot use words only gestures



#### Coach:

- ✓ Translates the artist's gestures to instructions for the builder
- ✓ Can look at the builder's model

#### **Debrief**

1. What did you notice about yourself in that exercise?

2. What dynamics emerged in your group?

3. What does this have to do with staff development?



#### **ARC OF STAFF DEVELOPMENT**

### Manage

- State expectations & check for understanding
- Be clear about your goals
- Set a time to check-in and give feedback
- Sandwich feedback: positive, constructive, positive

### CoachLet employee set

- their tasks and share during 1:1 meetings
  • Share your needs/
- ideas

   Use reflective
- questions to develop their thinking
- "Have you thought about..."
- 'What would you do if..."

#### **Thinking Partner**

- Meet with employee to brainstorm & problem-solve together
- Challenge each other's thinking constructively
- Share your own projects/tasks for feedback



- Be Directive and organized
- Demonstrate expectations
- Watch closely
- Check-in regularly to give feedback



List your staff below:

Based on their current job performance, identify where you believe they fall in the Arc: What are some development strategies you can use with this person, given where they fall in the Arc?

Given the time that you have available to supervise staff, how much of your time will you spend supervising this person/week?

Amber

Manage

Weekly Check ins with

ins with benchmarks

1 hour

Joe

Supervise

Checklists, Reminder

Emails

3 hours

Ahmad

Thinking Partner

Year long shared goal setting

.5 hours or every other week for 1 hr



List your staff below:	Based on their current job performance, identify where you believe they fall in the Arc:	What are some development strategies you can use with this person, given where they fall in the Arc?	Given the time that you have available to supervise staff, how much of your time will you spend supervising this person/week?



Given the time that you What are some Based on their current job have available to development strategies List your staff performance, identify supervise staff, how much you can use with this where you believe they of your time will you below: person, given where they fall in the Arc: spend supervising this fall in the Arc? person/week?

What is the Challenge?



## **Identify the Red Flags**

- Now think about what is challenging in this supervision relationship.
- Pick out 1 challenge card that resonates, or write your own.
- Share with a partner:
  - How does this challenge impact your supervision?
  - Work together to brainstorm 3 possible solutions.

#### Come chat with us at our Exhibitor Table!



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