

SEED: Supervision for Effective Employee Development



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Be the CH[↑]NGE
consulting

Agenda



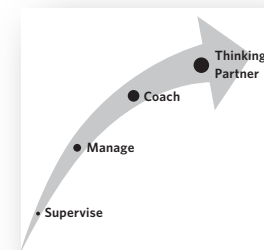
Hammer vs. Nail



Supporting Staff



Theoretical Framework: Arc of Staff Development

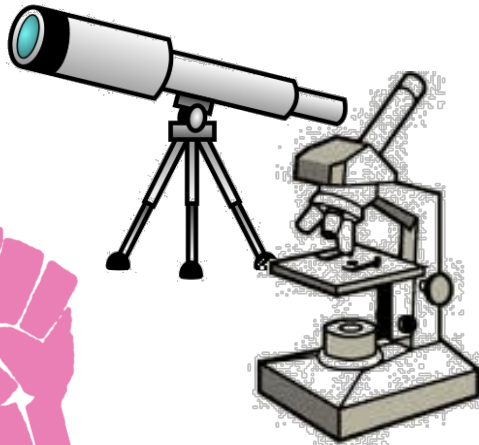


Hammer or Nail



Find someone you
don't already know

In your essence... are you
a HAMMER or a NAIL?



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



When it comes to
conflict... are you PEACE
or JUSTICE?

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

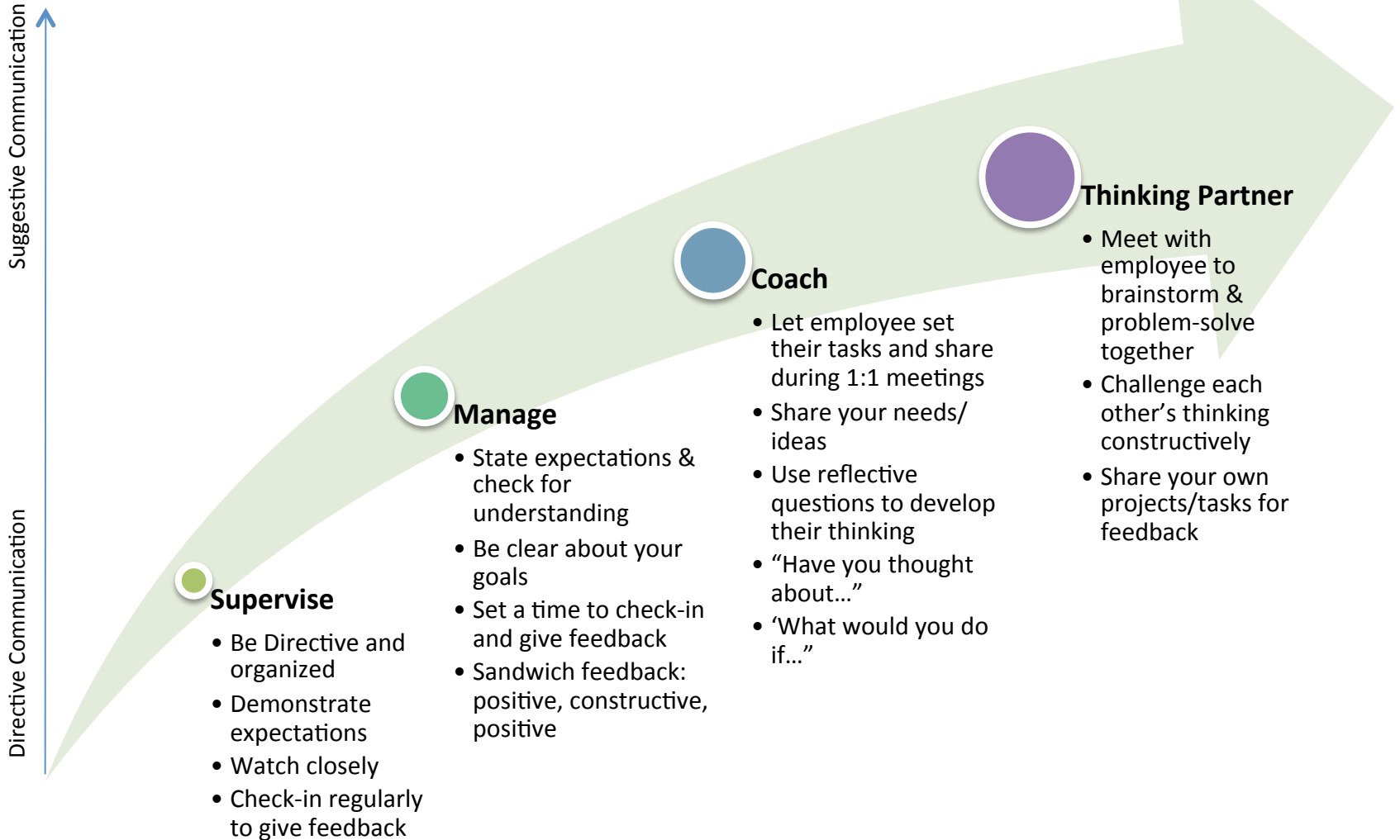


Coach:

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

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



List your staff below:

Amber

Joe

Ahmad

Based on their current job performance, identify where you believe they fall in the Arc:

Manage

Supervise

Thinking Partner

What are some development strategies you can use with this person, given where they fall in the Arc?

Weekly Check ins with benchmarks

Checklists, Reminder Emails

Year long shared goal setting

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

1 hour

3 hours

.5 hours or every other week for 1 hr

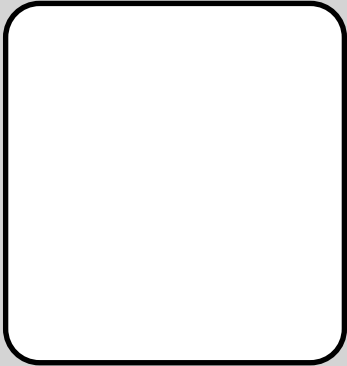
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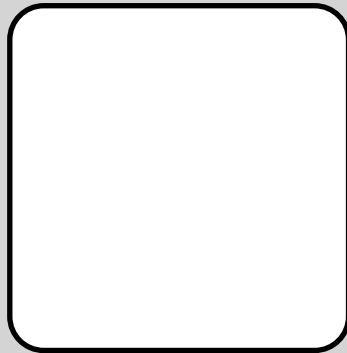
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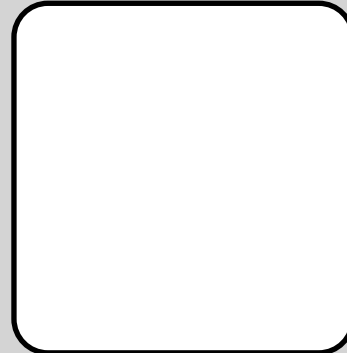
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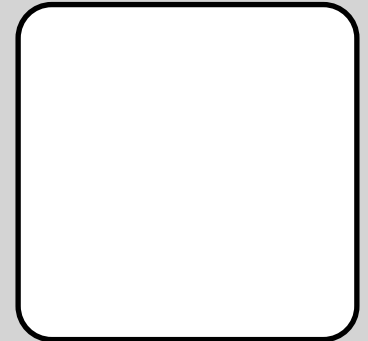
Based on their current job performance, identify where you believe they fall in the Arc:



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?



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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