



# Supervisor's Development Programme

## **Introduction/ Overview of program:**

Supervisors are the back bone of any organisation. They are the leaders at front line. Their professional development is extremely critical for meeting the organizational goals. This intervention has been designed keeping the Supervisors' development in mind so that they can effectively contribute to take the organisation to the new heights. The need today is to take these front line leaders through a structured intervention so that their critical competencies are enhanced and sharpened. The programme is going to address the need of highly changing work environment and expectations of frontline teams. This interventions will inspire and motivate the supervisors to bring about a change in one's self, and thereby help in removing the existing organizational bottlenecks, resolving all the impediments ownership of the system and creating a sense of pride in their job with measurable result-orientation.

## **The objectives of the Programme:**

Experience of leading organizations shows that a critical source of competitive advantage is the core competence of the supervisors the front line leaders, who can translate organizational vision intent into results through purpose, process and people. This program aims at developing supervisory qualities, which are required by all supervisors in their day-to day working. It deals with real life competencies which every supervisors displays in their role of running their day to day processes. The programme aims to :

- Enhance the supervisory skills of the Participants to thereby enhance the over all team effectiveness
- Clarify the expectations of Senior Management from you as supervisors

## **Who should attend:**

Supervisors at with different age and experience who are aiming to enhancing their team performance through established methods and practices

**Duration:** Two days

## **Programme Content**

- ◆ Role of a Supervisor
- ◆ Performance Problem Solving
- ◆ Motivating for Performance
- ◆ Leadership for Performance
- ◆ Conflict resolution among team members
- ◆ Mutual learning (Creating a learning environment)
- ◆ Tools for subordinate development
- ◆ Giving and receiving feedback
- ◆ Effective Control Measurement
- ◆ Goal setting and achieving
- ◆ Team and individual Motivation
- ◆ Creating a committed workforce

## **Benefits to Participants:**

The action packed two days workshop inspires the participants to introspect their current supervisory style and practices which acts as base for leading their personal transformation and development. By the end of two days the participants should expect the following benefits;

- Understand the Supervisory skills needed to succeed in a frontline leadership role
- Learn to plan, organize, communicate and monitor your daily work schedule
- Apply the most appropriate supervisory style to each individual, team and situation
- Learn skills to help you give constructive feedback to the team members
- Maximize productivity by leveraging diversity and individual differences and conflicts
- Use delegation for effective employee development, time management and motivation

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