



MONDAY, NOVEMBER 7TH, 2022 12:30-1:45 EST

Four Fundamental Skills

Participants will take stock of their past experiences as a supervisee and craft their current areas for growth/improvement as a supervisor. They will reflect on their intrinsic motivations – or purposes.

As a fundamental tool to guide their managerial practices. They will explore the four skills that are essential for fostering a learning environment that generates trust, clarity, and accountability.

- Taking stock exercise about Supervisee/Supervisor experiences
- Presentation Four Skills:
 - Build Safety
 - Share Vulnerability
 - Establish Purpose
 - Embrace Growth Mindset

TUESDAY, NOVEMBER 15TH 2022 12:30-1:45 EST

Overcoming Image Management and Ego Barriers

We'll explore the mechanism of Image Management and how, when we feel performance pressure, our tendencies to prove our merits and avoid showing signs of weakness become detrimental to our values, goals, and ability to support others effectively.

Image Management Exercise:

- Participants will choose one dissatisfying situation (a conversation, meeting, one-on-one, or a task to delegate, etc.) that they tend to dread, avoid, or postpone.
- Participants will unpack the situation and shed light on the underlying tensions/fears, desired and dreaded images, counter-productive behaviors, short-term benefits and long-term costs.
- Participants will learn to consciously apply their purposes to overcome Image Management.

THURSDAY, DECEMBER 8TH, 2022 12:30-1:45 EST

Establish a Feedback-Rich Culture

Participants will reflect on the importance of consistently giving and receiving feedback, and develop effective feedback practices that generate trust, clarity, and accountability. They will learn about the SCARF model, their trigger points, and how to minimize feedback as a threat for themselves and others. They will learn techniques and models to prepare feedback conversations and build a feedback-rich environment.

- SCARF presentation (Status, Certainty, Autonomy, Relatedness, Fairness)
- Ego's hot buttons reflection
- Models to prepare for feedback conversations (T.I.R.P., S.B.I., Radical Candor, etc.)
- Ideas for Actions to foster a feedback-rich environment

TUESDAY, DECEMBER 13TH 2022 12:30-1:45 EST

Lead with Conscious Time Management

In session 4, participants will supplement their takeaways on improving their managerial skills by creating a schedule that reflects their priorities as a supervisor. They will take a deep look at their calendar to flag their C+ (positive connotation) and C- (negative connotation) activities, and to uncover their Unconscious Time Management. They will exchange Ideas for Actions to create a Conscious Time Management and address any remaining questions or dilemmas regarding their leadership/managerial functions.

*Each session will require light preparation.

