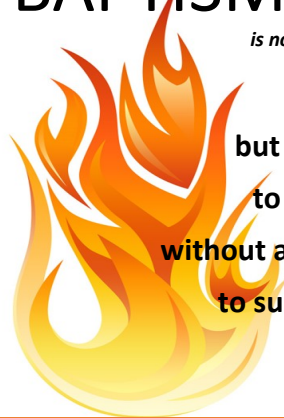


RESCUE YOUR MANAGERS and SUPERVISORS!

BAPTISM *by* FIRE

is not our recommended training methodology...



**but it is common for leaders
to be thrown into the fire
without adequate tools and knowledge
to supervise others effectively.**

***Put your leaders with direct reports in our hands...
and we'll get them ready to lead others to success
from the middle of your organization.***

Contact Bj Glover for more information about our comprehensive Manager/Supervisor Development Program. It will prepare them to lead their direct reports and protect you from legal jeopardy.



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MANAGER/SUPERVISOR DEVELOPMENT PROGRAM

Target Audience: Up to 24 leaders with direct reports

Goal: To equip leaders to supervise others effectively & skillfully

Duration: 3 months

ROI Potential: Based on loss prevention due to legal penalties, low productivity, and undesirable turnover

This highly interactive, skills-based program is beneficial for new or experienced leaders who supervise others in your organization. The practical approach of this hands-on program provides opportunities for participants to practice skills in class and immediately apply them on the job.

The curriculum covers both internal issues (managerial mindset) and external competencies. Key stages of the employee lifecycle are covered including:

- Effectively onboarding a new employee
- Clarifying roles and expectations of staff
- Managing performance fairly and consistently (including effective 'performance conversations')
- Coaching, developing, and inspiring employees
- Rewarding and recognizing employees
- Terminating the employment relationship.

Upon successful completion of this program, participants will have reference tools available to use when real-world supervisory challenges arise on the job.

Participants are encouraged to solicit feedback from their direct reports before, during, and following the program. The goal is to show improvement in development areas identified by the participant, their leader, their peers, and/or direct reports.

To ensure sustained results, leaders in the organization should provide ongoing coaching to the program participants for at least one year following the program.

