EXECUTIVE SUMMARY

Course Title: Understanding Self as Supervisor

Curriculum Development: Jill Nielsen, LCSW, in collaboration with the Protective Services Operations Committee, NAPSA Education Committee and the APS Training Project/Academy for Professional Excellence.

Target Audience: APS Supervisors

Training Description:

In this dynamic and interactive training, supervisors will acquire tools to assist them in understanding their multi-dimensional role and how to effectively and efficiently lead their staff to better performance and job satisfaction within a culturally sensitive framework. This training utilizes lecture, PowerPoint, and large and small group activities. Opportunities for participants to explore out-of-class partnerships with peers will be introduced.

Learning Objectives:
Upon completion of this training, APS frontline supervisors will be able to:

1. Identify roles of APS Supervisor and assess your competency in each role.
2. Integrate strengths-based leadership skills into current supervision style to increase staff performance.
3. Identify appropriate uses of training, mentoring, and coaching skills and apply these skills with staff.
4. Describe personal vision for effective and productive work environment and identify steps to implement change.
5. Identify issues relating to professional boundaries and learn strategies for managing these issues.

Transfer of Learning: Ways supervisors can prepare for the training and then utilize knowledge and skills acquired during the training on the job.

BEFORE the training

Supervisors can work with their managers to:
• Identify their strengths as APS Supervisor
• Identify their challenges as APS Supervisor
• Identify goals for this training

**AFTER the training**

Supervisors can practice the following activities:

• Review Strengths Based Leadership 12 Questions with their manager. Supervisors can share their own answers to these questions.
• Review Strengths Based Leadership 12 Questions with their workers that they supervise during a unit meeting.
• Share their answers from the Learning Journal Activity regarding Work Environments with their manager.
  o What goal did the supervisor set up for themselves?
  o How are they going to implement this?