

# 5 Critical Skills for Supervisors

This series provides progressive skill development from one session to the next. New supervisors receive the foundations for professional supervision. Experienced supervisors receive new tools and update their leadership lens.

**Sept 17**  
9:00 - 4:00

## PRACTICES OF HIGH PERFORMING SUPERVISORS

- Shifting Gears Into New Roles, Responsibilities, and Relationships
- The Leadership Development Pipeline
- Causal Loop: Performance, Process, and People
- Emotional Intelligence, Engagement, and Psychological Safety

**Oct 1**  
9:00 - 4:00

## COMMUNICATING AS A SUPERVISOR

- The Real Work of Leadership
- SMART Goal Setting
- Check Ins and Approachability
- Providing Honest Feedback

**Oct 15**  
9:00 - 4:00

## COACHING AND PROBLEM SOLVING

- Use the Johari Window to Coach to Blind Spots
- Use the J-Curve to Coach Through Change
- Understand the Power of Perspective to Teach Collaboration
- Apply Gap Analysis to Solve Problems

**Oct 29**  
9:00 - 4:00

## DIFFICULT CONVERSATIONS

- How to Tackle Tough Conversations
- Onion Theory: Getting to the Core of a Situation
- The Three Communication Styles of Supervisors
- Creating the Path Forward After the Difficult Conversation

**Nov 12**  
9:00 - 4:00

## PERFORMANCE APPRAISALS

- Appraisal is a Process, Not an Event
- Feedback and Feedforward - Iceberg Theory
- The Wholistic Lens of Appraisal
- The 5 P's of Appraisal: Plan, Practice, Provide, Post Evaluation

## Meet the Trainer ~ Terri Houde

An engaging speaker and skilled facilitator, Terri motivates, rejuvenates, and educates her audiences. Using a blend of humor, theory, and practical tools, Terri develops leaders in a unique and engaging manner that has been coined as "interactive" and "it simply WORKS!".

### Register now - classes fill quickly!

Registration opens June 24 and ends August 23.

Tuition is \$950/person.

Classes are in-person at the Benton Center on the Corvallis Campus of LBCC.

To register, email [ctpd@linnbenton.edu](mailto:ctpd@linnbenton.edu).

To connect with Terri, email [houdet@linnbenton.edu](mailto:houdet@linnbenton.edu).

