The numbers...all UI

3,807 HAVE COMPLETED ALL 4 REQUIREMENTS

89% COMPLETION PERCENTAGE

236 CURRENTLY ASSIGNED
Why supervisor training...

Diversity, equity, and inclusion (DEI) action plan: Emphasized promoting, modeling, and implementing DEI values and embedding DEI in all HR practices

Working at Iowa engagement surveys: Consistently identify supervisory skills and feedback as areas for improvement

Shared governance and HR leader recommendations: Commonly prioritize supervisor training

Distinction: Could help us distinguish Iowa as a destination workplace
Timeline

- **August 2019**: Official proposal for supervisor training drafted
- **October 2019**: Roadshows begin
- **November 2019**: 2 new trainers start
- **December 2019**: Pilots presented and feedback gathered
- **November/December 2019**: Already-compliant population determined and notified
- **October 2020**: Compliance deadline extended to May 31, 2021
- **January 2020**: Supervisor Training@Iowa program launches
- **June 2021**: 95% complete Support and maintenance
- **July 2022**: UI Strategic Plan – refresh and add content
Supervisor Training@Iowa – Successes and Challenges

**SUCCESSES**

- Increased awareness and support - People are responding positively to the training
- We were able to remain flexible through the pandemic
- We have seen steady progress, especially since the pandemic

**CHALLENGES**

- Getting the ‘balance’ of offerings right
- Staffing changes
Supervision Best Practices

Get comfortable with and seek a lot of feedback

- Performance reviews – Request Feedback

Help with alignment – competencies

Two lenses on goals – organizational and career

Autonomy, Mastery, Purpose

Check biases

Be transparent and authentic
WHAT IT MEANS TO BE AUTHENTIC

Start by considering (and communicating) this...

What is the #1 core belief that you, as a leader, are trying to role model for your organization and team?

and back it up with this.

• Self-awareness
• Relational Transparency
• Internalized Moral Perspective
• Balanced Information Processing

(Bamford, Wong, and Laschinger, 2013)
A note on giving feedback...

"I'm just being honest" is a poor excuse for being rude. Candor is being forthcoming in what you say. Respect is being considerate in how you say it. Being direct with the content of your feedback doesn't prevent you from being thoughtful about the best way to deliver it.