



Supervisor Training & Best Practices

NOVEMBER 9, 2022

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

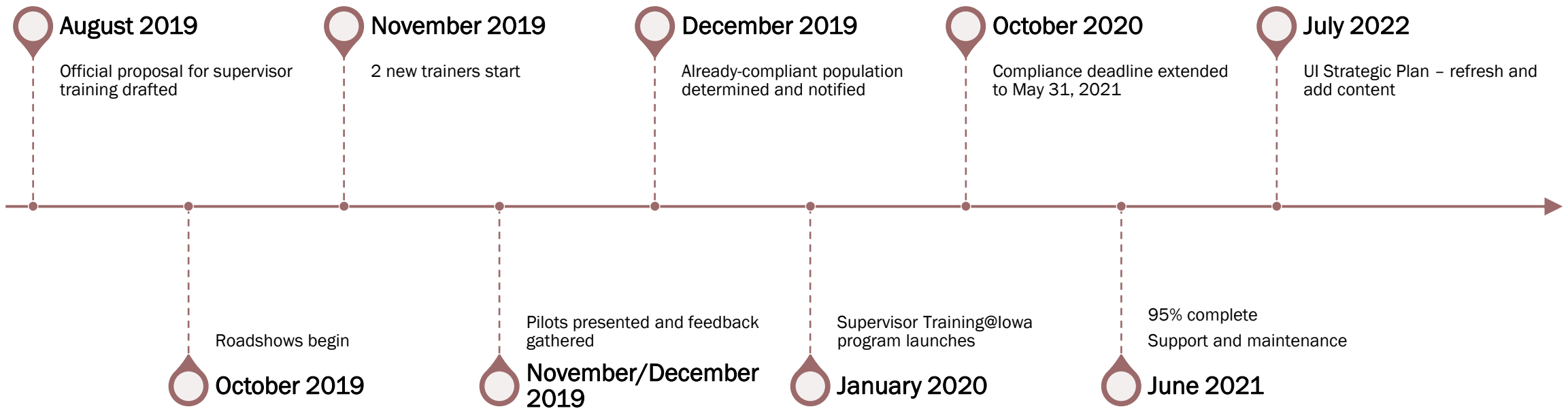
Working at Iowa engagement

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

Supervisor Training@Iowa – Successes and Challenges

SUCCESSSES

Increased awareness and support - People are responding positively to the training

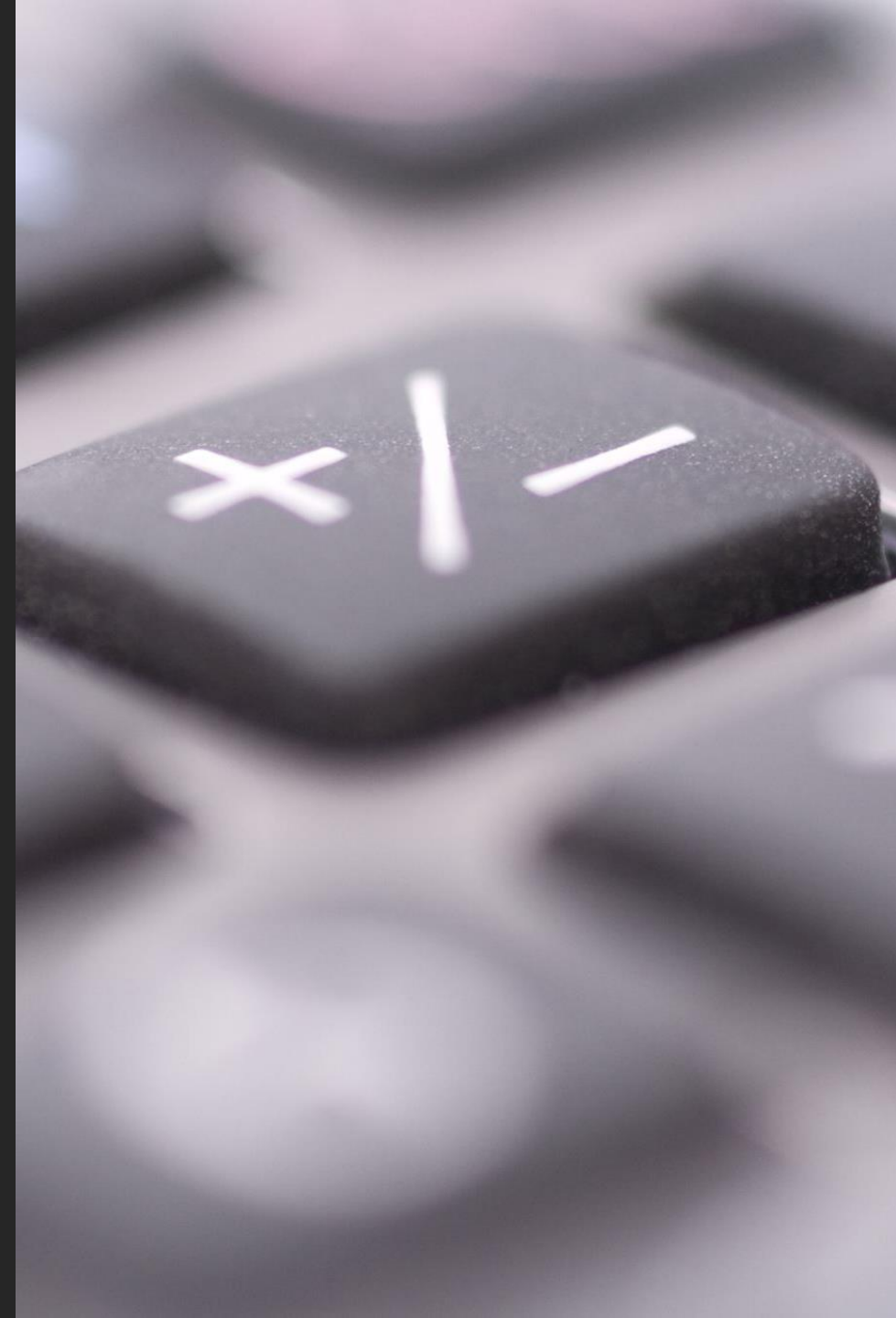
We were able to remain flexible through the pandemic

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...



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"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.

Questions?

