

The Grid[®] for Supervisory Excellence

From Ordinary to Extraordinary Supervision

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What is The Grid[®] for Supervisory Excellence?

Special Skills

The Grid[®] for Supervisory Excellence Seminar provides a learning environment through which you can begin to examine how your supervisory behavior and actions affect others in the workplace—particularly those you supervise. Specifically, the seminar demonstrates effective ways to establish measurement standards for critical yet intangible aspects of supervision. Seminar activities examine what values you believe are sound with regard to:

- Goals and Objectives
- Conflict Resolution
- Commitment
- Productivity

Critique and feedback skills reinforce the learning as you practice effective ways to give and receive objective and helpful comments that promote progress and synergy.

A Unique Seminar

The Grid[®] for Supervisory Excellence has three scored activities, which makes it unique from any other Grid seminar currently offered. Increasing the number of scored activities provides greater opportunity for critique and improvement both in individual and teamwork skills.

The Learning Environment

Over 90 percent of seminar time is spent working in teams on specific activities. Periodic general sessions provide opportunities to reinforce theory, activity scoring, cross-team discussion, and critique. The real value lies in the creation of a team learning environment that builds shared responsibility, trust and respect, and where initiative and creativity become commonplace.

Participants work in teams to develop shared understanding regarding best practices for supervisory effectiveness. Each person learns and practices key supervisory skills like conflict resolution, decision making goal, setting, and critique.

Each participant also creates a personal and a work application goal for back-home implementation. These goals are evaluated and critiqued by their teammates to maximize their effectiveness and implementation.

Seminar Learning Goals

- Deepening Personal Awareness
 - Learn and practice effective critique skills.
 - Use the Grid framework to understand supervisory behavior and its impact.
 - Develop an objective understanding of how your behavior impacts the people you supervise.
- Managing Conflict
 - Understand the destructive impact of avoiding conflict and the constructive power of sound solutions.
 - Shift focus of conflict resolution from *who's* right to *what's* right.
- Implementing Change
 - Define the soundest supervisory strategies for your workplace.
 - Increase personal commitment to doing the best job possible.
 - Define personal improvement strategies specific to your workplace.

Who Can Benefit?

First and second-level supervisors, front-line and general foremen, executive assistants, IT professionals, maintenance professionals, wage and salaried personnel, and any other employees who will benefit from strengthened supervisory and teamwork skills.

How Long Does It Take?

Approximately 5 hours of prework are required before the seminar begins: Reading the text, *The Grid[®] for Supervisory Excellence*, and completing three prework steps that involve understanding Grid concepts, expressing your convictions about effective supervision, and personal improvement areas. The Grid[®] for Supervisory Excellence Seminar is a series of nine activities that run over three days, from 8:00 a.m. until 5:00 p.m.

 Grid The Power to Change.[®]