



## Challenges for Newer Supervisors

In many organizations, when openings arise for supervisors or team leaders, the person who is the best individual contributor in the department (best teller, best claims processor, best scientist) is often selected for the supervisory role. This hiring philosophy does not always work, since as we know the role of the supervisor encompasses a completely different skill set that includes hiring, coaching, disciplining, and appraising performance, to name a few.

Another challenge for newer supervisors is separating the friendships they may have had with co-workers before being appointed supervisor. Often supervisors talk about how their new direct reports expect them to share confidential information and still consider them one of the guys or gals. Supervisors need to draw the line and keep some separation with the staff.

So, can newer supervisors remain friends with their staff? This is a tricky issue, although we are not suggesting that supervisors become cold and impersonal.

Progressive organizations recognize that newer supervisors need training to be effective. These organizations often have higher level managers serving as mentors or coaches for the newer supervisors.

Learning Dynamics' popular "Bringing Out the Best in Others" workshop has been used in organizations across the country to assist newer supervisors in developing the necessary skills.

## Sexual Harassment Training that Works!

If your employees are groaning or falling asleep during your mandatory sexual harassment training, it may be because they are bored listening to a lecture-based program or an outside presenter who is talking at them and reciting the law.

Why not consider our award winning "Common Decency" program? For over 10 years, organizations in many industries have used "Common Decency" as an innovative approach to sexual harassment training. The program goes beyond harassment to cover other legal issues and is available from our master trainers, via e-learning, or through a train-the-trainer certification.