

How to be an effective supervisor

Most of us struggle with management – it's not as easy as it sounds!

In this session, we look at the following:

1) Occupational hazards, including:

- Delegation difficulties;
- The challenges of remote working;
- Sidestepping/avoiding tricky conversations; and
- Retaining trust in 'underperforming' juniors.

2) A deeper level

In this section, we take a fascinating look at the common psychological dynamics that arise in our supervisory relationships.

3) Setting the scene: how to 'contract' effectively with supervisees

Here, we look at how we can create consistency and manage expectations with our juniors by contracting effectively at the outset of our relationships.

We also look at:

- How to create teaching and learning environments
- Asking questions effectively to stimulate self-sufficiency
- Managing juniors' expectations on top of our own workload

4) How to manage our supervisory relationships

Finally, with reference to real-life case studies, we'll look at common tricky scenarios, such as delivering difficult/unwelcome feedback in an appraisal, how to evoke confidence in a junior and addressing issues with a colleague who appears resistant to feedback.