

€ TRAINING

High Impact Supervisory Skills



24 - 28 March 2025
Paris (France)



High Impact Supervisory Skills

REF: M86 DATE: 24 - 28 March 2025 Venue: Paris (France) - Fee: 5940 Euro

Introduction:

This training program is designed to equip participants with the essential skills and knowledge needed to excel in supervisory roles. It empowers them to lead with confidence, drive team performance, and contribute to organizational success.

Program Objectives:

At the end of this program, participants will be able to:

- Lead and manage teams effectively, applying advanced supervisory skills and strategies.
- Handle challenging team dynamics and conflicts professionally to foster a collaborative environment.
- Set and manage performance goals to achieve organizational objectives and optimize results.
- Communicate clearly and effectively with team members and stakeholders to ensure alignment and understanding.
- Build influential relationships to drive positive change and promote organizational success.

Targeted Audience:

- Supervisors seeking foundational skills for effective leadership.
- Mid-Level Managers aiming to enhance supervisory skills and lead teams effectively.
- Team Leaders responsible for guiding and managing departmental teams.
- Human Resources Professionals supporting talent development and supervisory capacity building.
- Employees tasked with supervisory responsibilities, aspiring to strengthen leadership skills for improved team performance.

Program Outline:

Unit 1:

Understanding the Supervisor's Role:

- Define the role and responsibilities of a supervisor in organizational success.
- Explore essential skills and competencies for effective supervision.

- Identify leadership styles and their impact on team dynamics and outcomes.
- Set clear goals and expectations for team members to align with organizational objectives.
- Foster a positive work environment by promoting employee engagement and ethical practices.

Unit 2:

Managing Performance for Results:

- Set SMART goals that align with organizational objectives.
- Implement performance management processes to monitor and improve outcomes.
- Develop strategies to empower and motivate team members toward achieving targets.
- Address underperformance constructively using coaching and feedback techniques.
- Utilize performance metrics to drive continuous improvement and accountability.

Unit 3:

Overcoming Performance Challenges:

- Manage performance-related issues and interpersonal conflicts within teams.
- Apply conflict resolution techniques to enhance collaboration and reduce friction.
- Address disciplinary challenges consistently and fairly to uphold team morale.
- Cultivate an inclusive and respectful team culture that values diversity.
- Build resilience and adaptability to lead effectively during uncertainty or change.

Unit 4:

Mastering Communication as a Supervisor:

- Recognize the impact of communication on team dynamics and results.
- Enhance active listening skills to address team members' concerns effectively.
- Develop verbal and non-verbal communication techniques for clarity and confidence.
- Leverage communication tools and technologies to ensure seamless collaboration.
- Manage difficult conversations with tact and deliver constructive feedback confidently.

Unit 5:

Building Influence and Driving Change:

- Understand the principles of influence and their role in effective leadership.
- Tips to build trust and rapport with team members and stakeholders.
- Strengthen networking and relationship-building skills to expand professional influence.
- Apply ethical persuasion techniques to gain buy-in for initiatives.
- Leverage influence to drive positive organizational change and achieve shared goals.