

Practical Leadership: Supervising for Employee Engagement with Lisa Negstad

Training Description

Effectively carrying out a supervisor role is more "art" than science. Often, managers are left on their own to try and figure out how to implement their supervisor duties. Yet skilled supervisors are the primary extrinsic factor that creates strong employee engagement and performance. This highly interactive virtual training provides participants with practical tools and strategies that they can immediately implement.

Learning Objectives

- Better understand the competencies of the supervisor role and improved confidence in implementing the role
- Cultivate self-awareness and accountability for avoiding toxic behaviors in the work place
- Increased comfort at holding a range of conversations, including corrective and developmental feedback about both work and behavioral performance
- Learn strategies for helping employees solve their own challenges
- Build awareness of when to use coaching in the supervisor role
- Introduction to fundamental components of coaching – listening and inquiry

Sample Topics

- Introduction to emotional intelligence and employee engagement
- Supervising continuum
- 6 essential skills of supervision
- Holding difficult conversations
- Coach approach to supervision

Technology Requirements

This training is hosted in Adobe Connect. Each participant will need a computer with a reliable high-speed internet connection to view the training. (While Adobe Connect does have a mobile app, its functionality is limited and does not support all the engagement tools that we use during virtual trainings. Therefore, we do not recommend using a smartphone or tablet to view the training.)

FAQs

What if I have a conflict with one of the three sessions? Each session builds upon the previous session. Therefore, if you have a conflict with one or more of the sessions, we recommend not registering for this training.

Will the training be recorded? Because of the highly interactive nature of the training and in order to preserve confidentiality of the learners, we do not record the session.

Can registrations be shared? To achieve the best learning outcomes, each participant needs to have their own connection to the virtual classroom, which means registrations can't be shared. Participants will be actively with the training via chat, polls and other techniques. Therefore, each participant needs to have their own keyboard, computer, and connection to the training.

Virtual Training Guidelines

1. 3 days before the training, Negstad Consulting will issue a personalized Adobe Connect training link to each registered participant. We will also provide additional information about the training at that time (including a training booklet).
2. The e-learning producer is available during all trainings to answer technical questions and to help troubleshoot for individual participants.
3. At end of each of the first two sessions, we seek feedback on the training format and make adjustments as needed.
4. After the final session, we issue a formal training evaluation. We will share the final evaluation results with the client.
5. After the final session, we will issue a link for participants with all relevant chat material (with individual names deleted).

TRAINER



Lisa Negstad, leadership coach, organizational development advisor, trainer and facilitator, works with a diverse clientele in the public, nonprofit, and philanthropic sector. Her approach is creative and pragmatic. Believing anyone can choose to be a leader, Lisa lives in two worlds: one in traditional hierarchy where she helps managers become better in their role; another in collective teams where she helps groups improve their shared leadership skills.

Prior to starting Negstad Consulting (<http://www.negstadconsulting.com/>), Lisa held senior leadership positions in several (international and U.S.-based) nonprofits organizations. Lisa's career has given her opportunity to complete projects in several countries. She has lived and worked in Cambodia and continues to provide consulting services in the lower Mekong region of Southeast Asia. Lisa has an MBA from Yale University School of Management and holds a BA in psychology from Luther College. She is a Human Systems Dynamics Professional (www.hsdinstitute.org). Lisa, an ongoing learner of cultural agility, brings a strong value of equity, inclusion and participatory processes to her training.



PRODUCER

Sondra Reis is a virtual learning strategist and facilitator. Through her consulting firm, Virtualogy, she helps trainers, presenters and subject matter experts create engaging and valuable virtual learning experiences. Her firm's services include developing, producing and supporting virtual trainings, presentations, meetings and facilitated planning conversations.

Sondra is adept in the two most commonly used virtual meeting and training platforms – Adobe Connect and Zoom. She has extensive training and experience in virtual and in-person facilitation and instructional design.

Because of her previous career as a nonprofit executive, many of Sondra's clients are trainers and consultants who work with nonprofit and philanthropic organizations. A graduate of Case Western Reserve University with a master's degree in nonprofit management, Sondra is a member of the Association for Talent Development, American Society of Association Executives and Presentation Guild and has served on the boards of many national and local nonprofits including the Nonprofits Assistance Fund (nka Propel Nonprofits) and LegalCORPS.