

Supervisory Challenge

Vision:

To develop more effective supervisors and managers within a leadership culture.

What's offered:

- A five-day course that meets the requirement of 40 hours of supervisory training within the first year of supervision
- Sessions built on the foundation of principle-centered leadership, vision and team building in supervision/management
- A fun and interactive class that uses a variety of learning tools including: group exercises, role-play, web-based research and individual participation to build effective supervisory skills
- A chance to meet and question the experts on things like: ethics, performance, diversity and much more

You will:

- Network with other USGS supervisors who deal with similar issues
- Meet your human resources specialists and partner with them to manage your positions, manage your staff, and plan for the future
- Develop leadership skills and learn how to manage within the USGS Guiding Principles
- Discover new ways to orient, motivate and develop your employees

Course Model

The Leadership Foundation

w Welcome and Introductions w 2002 OAS Results w Leadership and Management w Principled Leadership w Team Concepts w Ethical Principles

Manage the Organization

w Introduction to Personnel Management w Merit System Principles w Manage Positions w Establish Positions w Meet Your Workforce Needs

Lead and Manage the People

w Create a Rewarding Environment w Orient Employees w Develop Employees w Manage Performance w Diversity Programs w EEO Processes w Diffuse Conflict w HR Challenge issues

Plan for the Future

w Workforce of the Future w Evaluate Your Success w Build a Supervisory Model w Executive Panel Discussion w Challenge for the Sixth Day

Upcoming Classes

<i>Central Region</i> Denver, CO Oct. 18-21, 2004	<i>Eastern Region & HQ 1</i> Shepherdstown, WV June 13-17, 2005	<i>Western Region</i> Tacoma, WA Aug. 15-19, 2005	<i>Eastern Region & HQ 2</i> Shepherdstown, WV Oct. 17-21, 2005
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Classes are filled through a nomination process. Participants from each region are nominated by their Regional Director. Headquarters participants are nominated by the Deputy Director.

OED Contacts: Betsy Daniel (303) 445-4672, medaniel@usgs.gov
Sandy Bruner (703) 648-5764, sbruner@usgs.gov

Take a Chance

Make a Change

Be a Champion

Accept the Challenge