



# The Leader's **Edge**: Direct Supervision

## Value

Supervisors who lead well create significant value for the people and organizations they serve. Direct Supervision will help emerging and current supervisors learn best practices in theory and practical application, repaying organizations many times over in:

- More recruiting power
- Reduced turnover
- Reduced absenteeism
- Increased productivity
- Stronger employee morale and loyalty
- More and better ideas
- Deeper leadership pipeline
- Change readiness and speed
- Increased revenue
- More profit

**This intensive three day experience is designed to help *new and prospective supervisors* quickly & effectively make the transition from 'getting things done' to 'getting things done through others'.**

## Pre-Requisites

- Competence as an individual contributor
- Natural inclination to help others develop
- Strong desire to excel as a supervisor
- Commitment to your current team and employer
- Passion for personal growth and development

## Outcomes

- A clear understanding of the supervisor role
- A personal standard of excellence as a supervisor
- Confidence and competence as a supervisor
- Enhanced self awareness and self management
- Improved communication skills
- A defined personal mission statement
- A 'leader's edge' action plan for implementation
- A 360 degree leadership assessment
- Ongoing coaching and accountability

## What you'll cover:

- The 12 keys to employee engagement
- Critical elements of a leader's character
- Understanding & leveraging varying work styles
- Interviewing, screening, and placement
- Goal setting and action planning
- Motivation and recognition strategies
- Constructive feedback
- Effective feedback
- Performance management
- Human Resource regulations
- The language of business



## Date & Time

Wednesday, Sept 16  
1:00 p.m. to 9:00 p.m.

Thursday, Sept 17  
8:00 a.m. to 9:00 p.m.

Friday, Sept 18  
8:00 a.m. to 12:00 p.m.

## Location

Ramhorst Training Center,  
Interstates East Campus  
538 12th St. NE,  
Sioux Center, Iowa 51250

## Meals and Lodging

The registration fee for Leaders' Edge: Direct Supervision is just \$1,995 per person. Please call Bryan at (712) 722-1661 to enroll.

The registration fee includes all workbook materials, program instruction, refreshment breaks, an evening meal on Sept 16 and the noon/evening meals on Sept 17. Other meals, hotel accommodations and transportation are not included.

A block of rooms have been reserved at the Holiday Inn Express. For reservations, call (712) 722-3500. Mention Harbor Consulting Group to receive a discount.

