

Supervisor Survival Challenge

What is it?

- A **free** interactive training module that is available to everyone via the OHR website
- It is not intended to replace a comprehensive program for supervisors that should be taken within a year of assuming a supervisory position.

Who is it for?

- The program is primarily designed for brand new supervisors (less than six months on the job)
- Other possible users would be longer-term supervisors who have yet to receive formal supervisory training and aspiring supervisors, to give them a taste of what it is like to be in a supervisory position.

How do I use it?

- Review “The Challenge” yourself and note relevant issues that they want to discuss with their new supervisors.
- Prep new supervisors by discussing the benefits and purpose of the program with them.
- Let your new supervisor know in advance that you want to discuss some key points/issues with them after the training.
- Help them to set aside an uninterrupted block of time to go through the training.
- After the training, ask supervisors to meet with you and review any critical issues that you both feel will need to be addressed for the supervisor to be successful on the job.
- Provide any feedback or coaching on these situations to your supervisor and identify an action plan to resolve any performance, delegation, and productivity issues as necessary.
- Set up meetings with your new supervisor to assess their progress and provide coaching as needed.

Link: <http://www.ohr.sc.gov/OHR/online-training/EL-login.phtm>