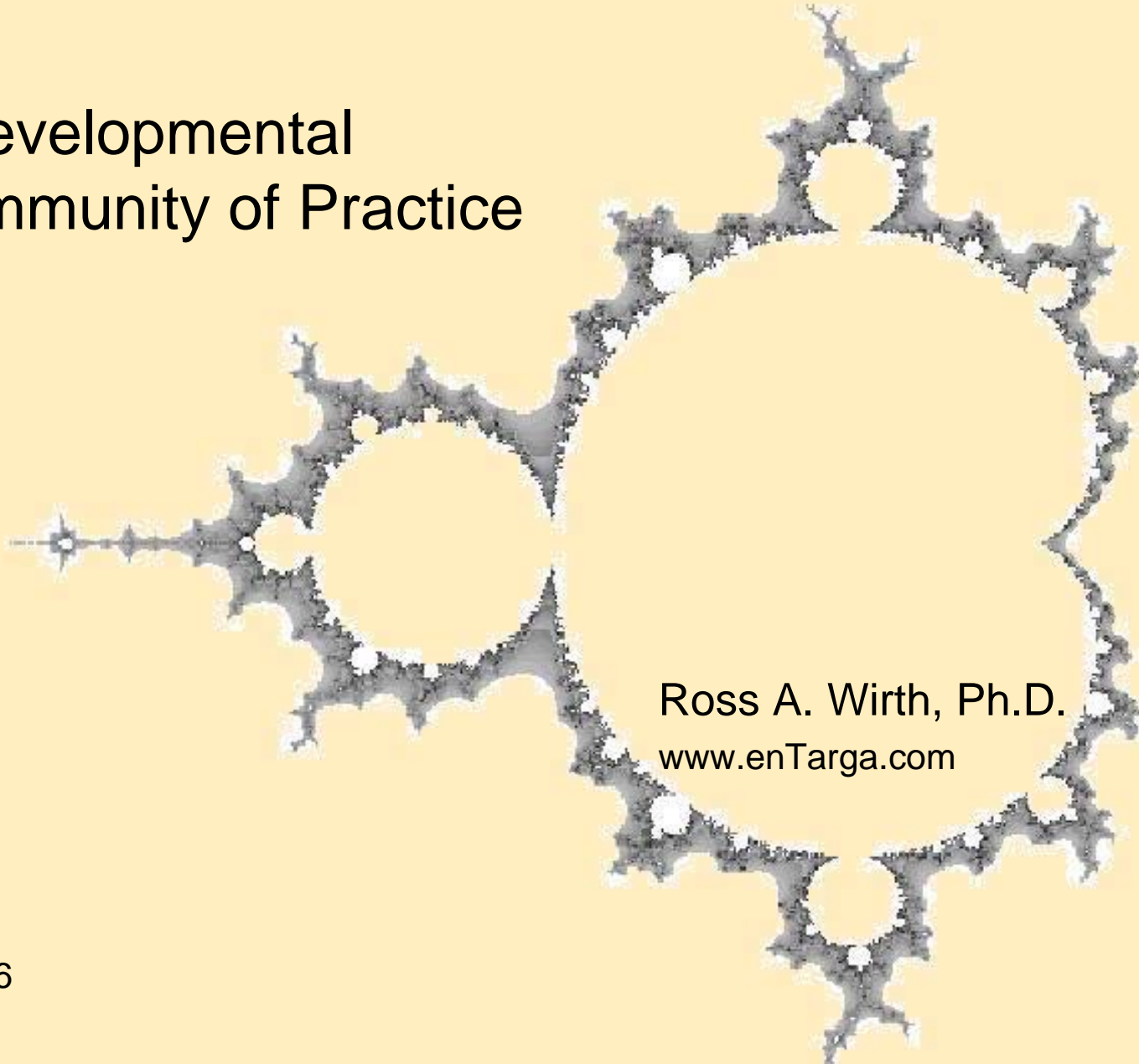


# Supervisors Forum

a developmental  
Community of Practice



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# Business Case

- First line supervisors and managers are critical to getting the workforce aligned to organizational strategy
- Development of these supervisors and managers is critical to the development of future organizational leaders

## Organizational need:

a mechanism to bring 1<sup>st</sup> line supervisors & managers together so that they can

- **increase their competency as supervisors and**
- **build a shared understanding of issues facing the organization**

# Mission – Supervisors Forum

## Action Plan

### **Establish a Supervisors Forum as a Community of Practice**

Target audience for development

- Supervisors and managers below the General Manager level

## Mission

**The Supervisors Forum is a group of supervisors who voluntarily come together to discuss organizational issues, especially those they are likely to face as first-level supervisors, so that they are better prepared to guide employees toward being productive and aligned to corporate strategies.**

# Goals – Supervisors Forum

- Continue to develop the competencies necessary to be an effective supervisor
- Increase the understanding of corporate policies and how they are to be consistently applied
- Understand corporate issues with an improved ability to have employees see the relationship between their job and corporate strategies
- Through the dialogue, provide a feedback loop to determine understanding of the messages being communicated to employees
- Establish peer-coaching relationships

# Possible Topics for discussion

- Detailed walk-through of the corporate strategies and the BSC measurements
- Open dialogue on industry issues and the potential impacts on the company
- Invited speakers to present a short training session on supervisory/leadership skills or corporate policy implementation
- Review the results of the Strategic Readiness Index (SRI) and the Employee Engagement Survey (EES)
  - Includes brainstorming of ideas on how the organization might improve to close performance gaps
- Dialogue with top management on corporate issues
- Open Q&A session (Identification of areas needing clarification)
- Further agenda items to be determined by the needs of the group