

The Grid[®] for Supervisory Excellence

From Ordinary to Extraordinary Supervision

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What is The Grid[®] for Supervisory Excellence?

Special Skills

The Grid for Supervisory Excellence is an intense, powerful, 2-day interactive professional development experience for you to gain an eye-opening perspective on how your personal behavior affects others in the workplace—particularly those who report directly to you. Specifically, the seminar demonstrates effective ways to establish measurement standards for critical yet intangible aspects of supervision. Seminar activities examine what values you believe are sound with regard to:

- Goals and Objectives
- Conflict Resolution
- Commitment
- Productivity
- Decision Making
- Advocacy

Critique and feedback skills reinforce the learning as you practice effective ways to give and receive objective and helpful comments that promote progress and synergy.

The Learning Environment

Based on the scientifically crafted, time-tested Grid theory developed by acclaimed pioneers Drs. Robert R. Blake and Jane S. Mouton, **The Grid for Supervisory Excellence** puts you in the driver's seat. Unlike other large-format seminars, **The Grid for Supervisory Excellence** provides a unique, team-based learning environment where over 90 percent of seminar time is spent working in teams on specific activities. Periodic general sessions provide opportunities to reinforce theory, score activities, and engage in cross-team discussions, and critique. The real value lies in the creation of a team learning environment that builds shared responsibility, trust and respect, and where initiative and creativity become commonplace.

Participants work in teams to develop shared understanding regarding best practices for supervisory effectiveness. Each person learns and practices key supervisory skills such as conflict resolution, decision making, goal setting, and critique.

Each participant also creates a personal action plan and a work application goal for back-home implementation. These goals are evaluated and critiqued by their teammates to maximize their effectiveness and implementation.

Seminar Learning Goals

- Deepening Personal Awareness
 - Learn and practice effective critique skills.
 - Use the Grid framework to understand supervisory behavior and its impact.
 - Develop an objective understanding of how your behavior impacts the people you supervise.
- Managing Conflict
 - Understand the destructive impact of avoiding conflict and the constructive power of sound solutions.
 - Shift focus of conflict resolution from *who's* right to *what's* right.
- Implementing Change
 - Define the soundest supervisory strategies for your workplace.
 - Increase personal commitment to doing the best job possible.
 - Define personal improvement strategies specific to your workplace.

Who Can Benefit?

First and second-level supervisors, front-line and general foremen, executive assistants, IT professionals, maintenance professionals, small business owners, wage and salaried personnel, and any other employees who will benefit from strengthened supervisory and teamwork skills. Participants have repeatedly found it valuable whatever their relative experience, management level, or industry.

How Long Does It Take?

The seminar is conducted over two consecutive days from 8:00 a.m. until 7:30 p.m. with approximately seven hours of prework required to maximize individual and team benefits from **The Grid for Supervisory Excellence**. Preparation includes reading the text, *The Grid for Supervisory Excellence*, and completing three prework activities.

Grid The Power to Change.[®]