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 supervison
- 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

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

Manage the Organization

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

Lead and Manage the People

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

Plan for the Future

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

Upcoming Classes

Central Region	*Eastern Region & HQ 1*	*Eastern Region & HQ 2*	*Western Region*
Denver, CO	Shepherdstown, WV	Shepherdstown, WV	Sacramento, CA
Oct. 18-21, 2004	June 13-17, 2005	Oct.17-21, 2005	TBD

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.

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Take a Chance **Be a Champion**

Make a Change **Accept the Challenge**