DEVELOPING RESEARCH STAFF INTO EFFECTIVE SUPERVISORS AND LEADERS

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GOALS OF THE SESSION

This interactive session will share a **practical approach to developing research staff into effective supervisors and leaders**.

Highlight a structured supervisory leadership development program designed to help experienced research staff build the knowledge, skills, confidence, and experience needed to take on greater leadership responsibility.

Focus on one or two core leadership skills and provide practical strategies that participants can apply within their own research teams.

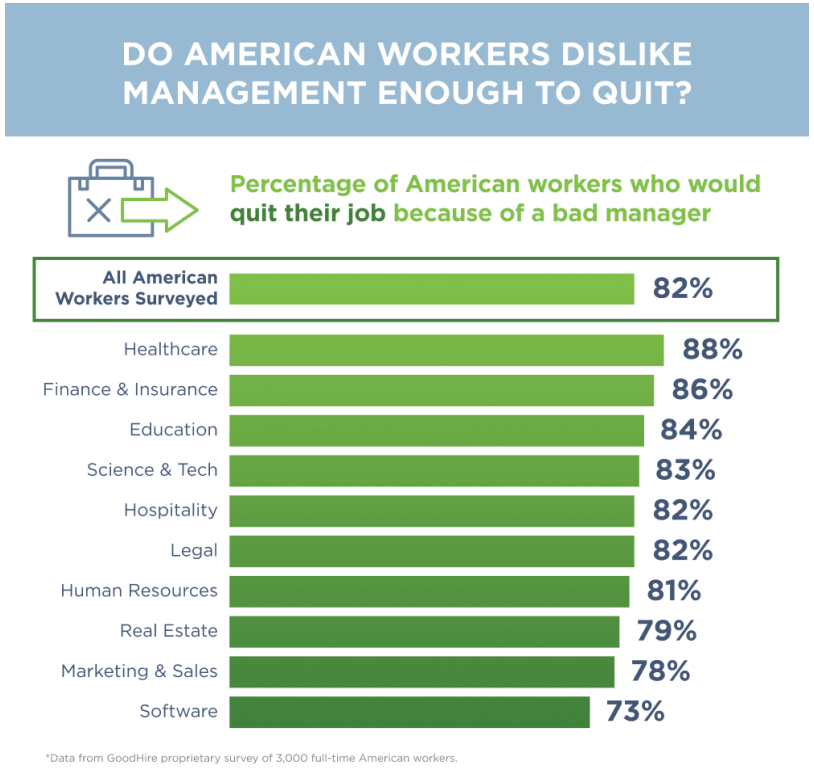
Attendees will leave with ideas for identifying potential future leaders, creating meaningful opportunities for leadership development, and supporting the transition from highly skilled research staff to effective supervisors.

OUTLINE OF TOPICS

- What makes a good supervisor?
- Introducing the Supervisory Leadership Program
- Supervision vs Leadership vs Mentorship
- Functions of supervision
- Situational supervision
- Applying concepts to different roles
- What makes a good supervisor? - take 2!
- Q&A

WHY CARE ABOUT DEVELOPING EFFECTIVE LEADERS?

Source Article: Bad Managers: Why 82% of American Workers Would Quit Their Jobs | GoodHire - "At GoodHire, we surveyed a total of 3,000 full-time American workers, an equal number from ten of the most popular job sectors, to better understand the unique and sometimes poor relationship between managers and employees."



WHAT MAKES A GOOD SUPERVISOR?

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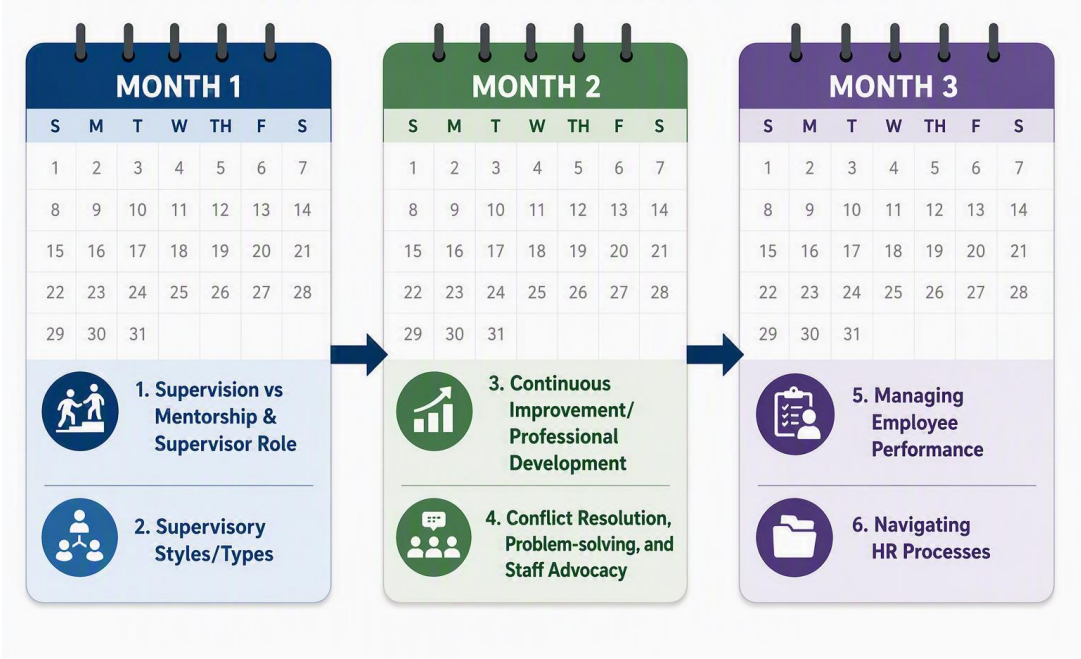
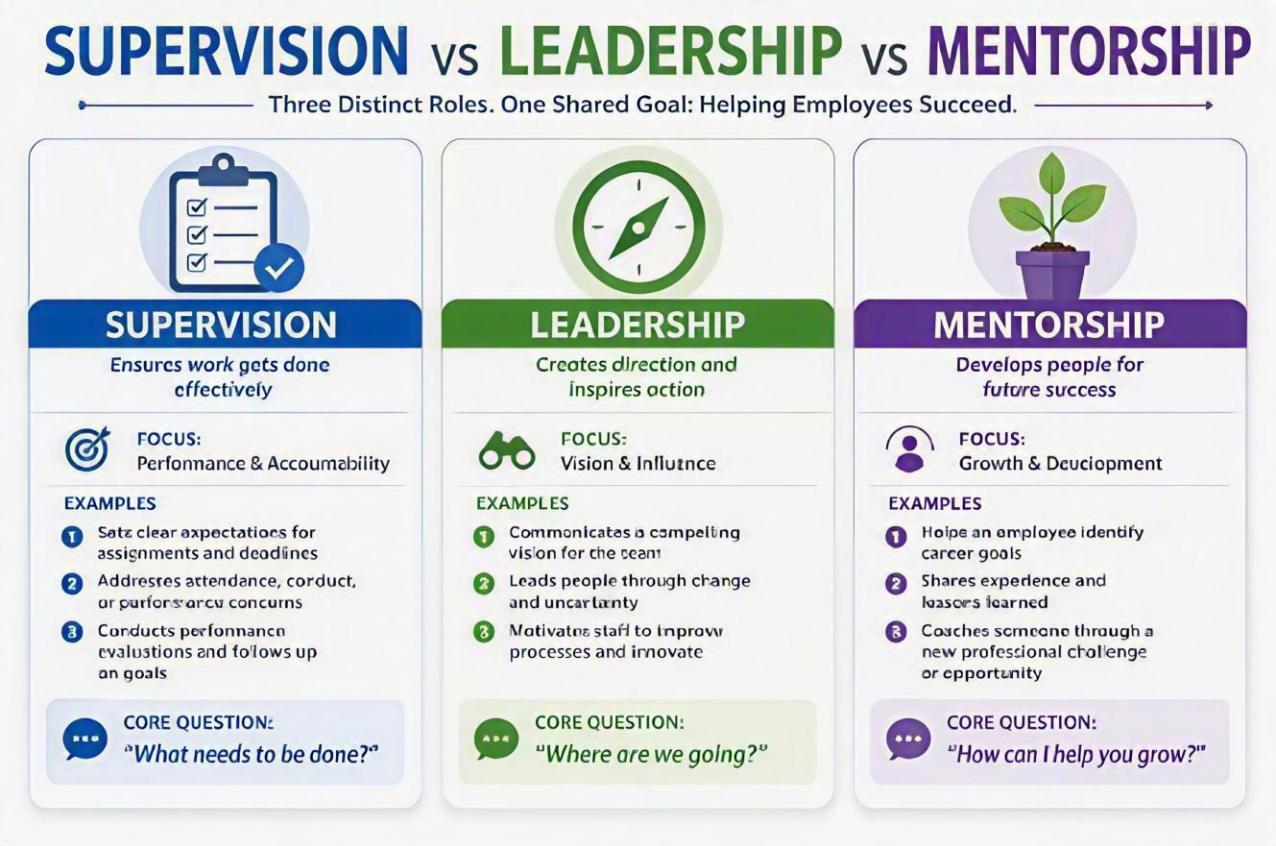
INTRODUCING THE SUPERVISORY LEADERSHIP PROGRAM

- Pre-program Courses
  - UW Manager Training Courses: Manager training – Professional & Organizational Development
- Supervisory Leadership Program Kickoff Day
- Several Bi-monthly Didactic/Discussion/PLC-style Sessions
- Titration of Supervisory Responsibilities



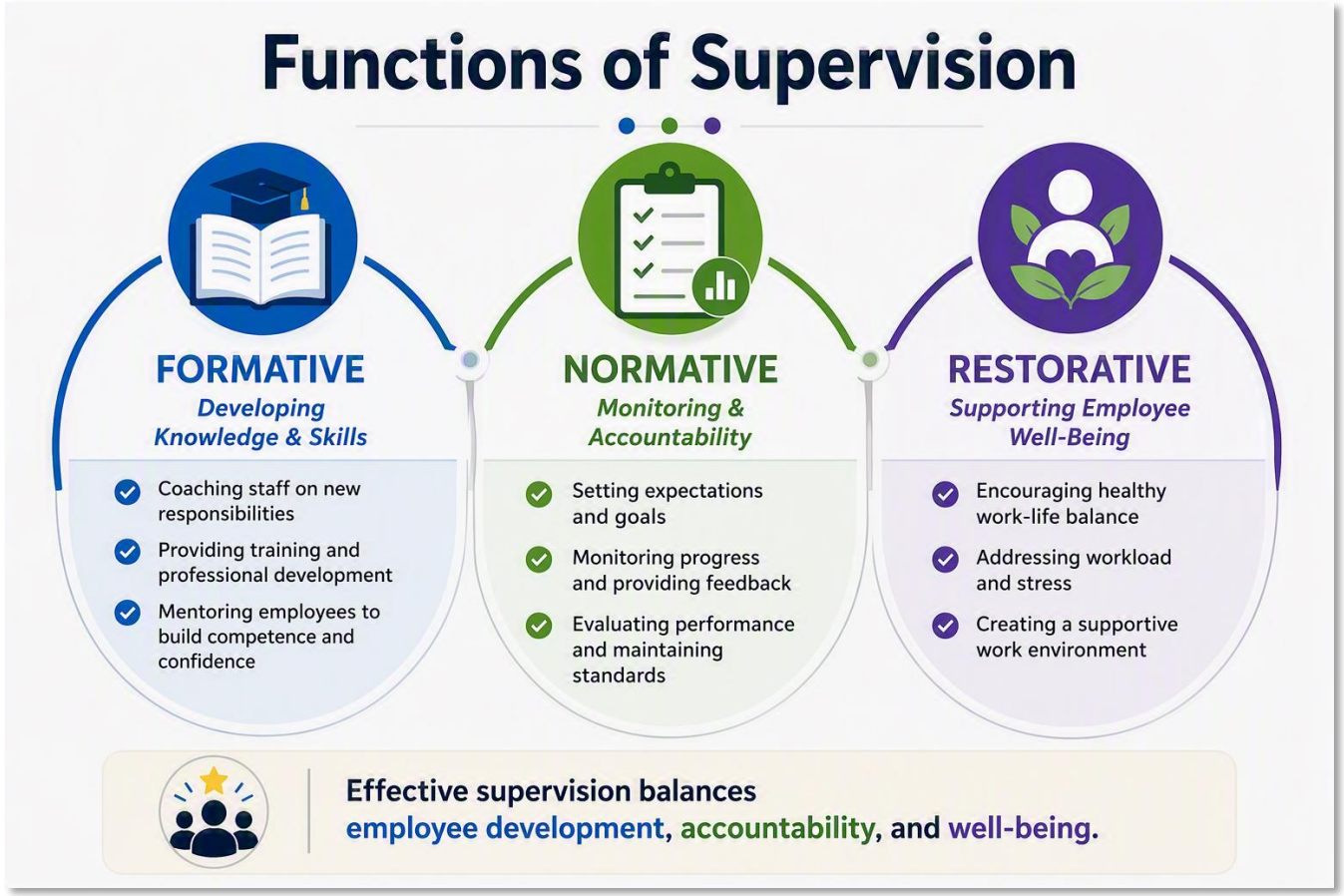
SUPERVISION VS LEADERSHIP VS MENTORSHIP



Leadership vs Management vs Supervision

Video: https://youtu.be/EyI_ISMIndI?si=LIHgiIRuGygMHUJy

FUNCTIONS OF SUPERVISION



LEVEL OF SUPERVISION NEEDS

Supervision



Direction

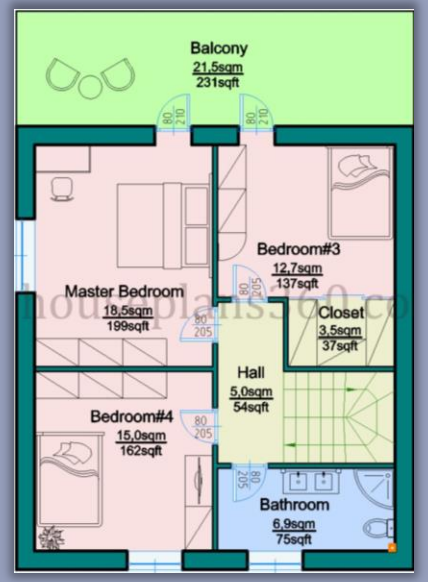


Autonomy



EXAMPLE

Supervision



Direction



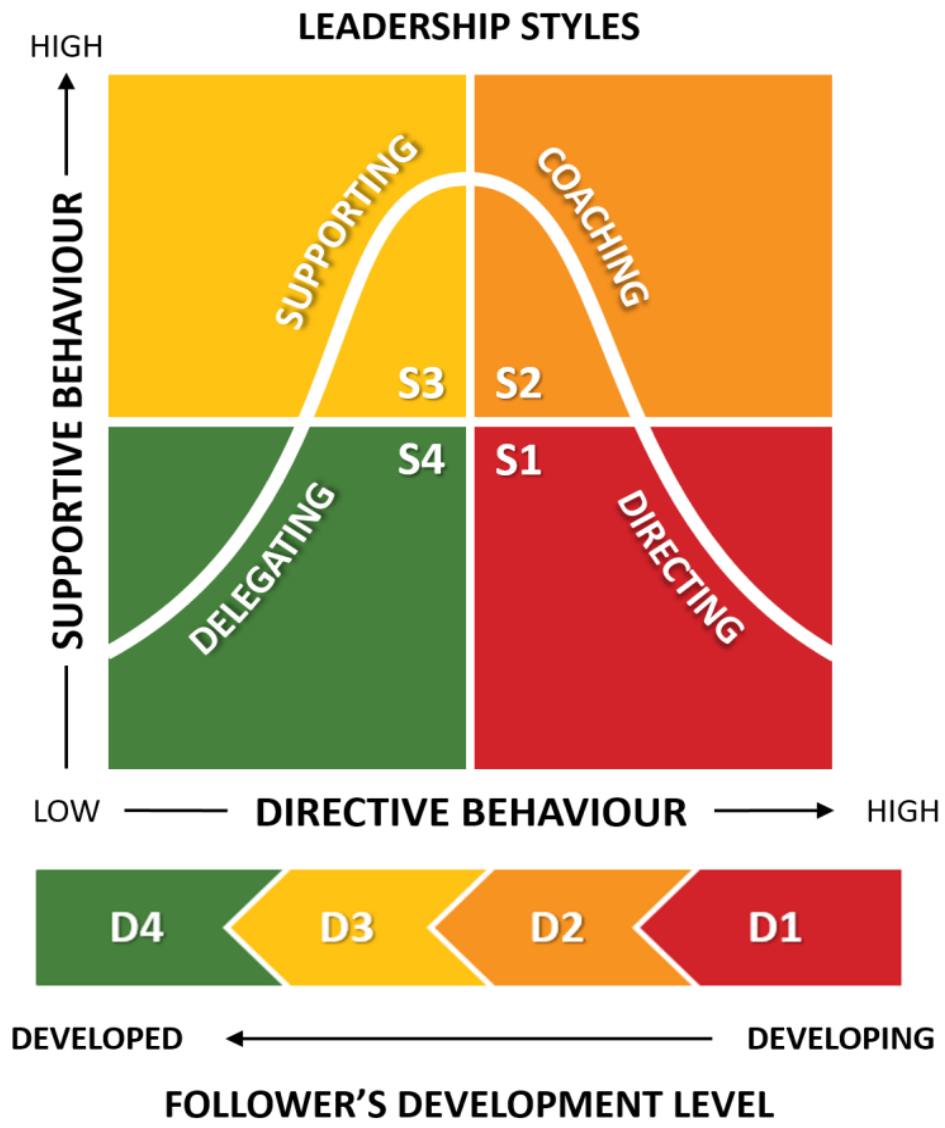
Autonomy



SITUATIONAL SUPERVISION

Purpose: Provide supervision style that is **responsive to employee's needs**

- Dependent upon competence and motivation
- Requires flexibility



APPLYING THESE CONCEPTS TO DIFFERENT ROLES

DEVELOPING EMPLOYEES

What does a Research Manager and/or Research Coordinator…

- Look for in employees regarding formative, normative, and restorative development?
- Consider when deciding which situational supervision style to use?
- Recommend to employees looking to move to Research Coordinator position?

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Q&A

