



HRxaminer

*Examining practical HR issues business owners
and managers encounter every day*

Supervising Smart



Easier said than done!

In an ideal world, before a person is allowed to supervise other employees, they would receive many hours of supervisory, management or leadership training so that they can start off with the required skills to succeed.

For most of us, that's not how it worked. We get promoted, we get employees and we figure it out along the way. Trial and error.

On one side of the equation that's the inexpensive approach organizations sometimes take. On the other side, untrained managers can cost an organization a lot of money.

Untrained managers could unknowingly discriminate, which can be very costly. Their inexperience and 'practicing supervision' on their employees could result in diminished morale and productivity and even employee turnover. My list of how untrained managers can potentially impact an organization could go on and on.

More important is the question: What is your organization doing about training experienced and inexperienced managers? There are many low-cost but effective ways to train managers. And there are more and more online training options for free and for fee.

You could also create an internal self-training manager group, where each member of the management team is responsible for researching a supervisory topic and presenting it to the group. If you have a group of 6 supervisors developing their own monthly lunch-and-learn training, you're much farther ahead than many organizations who don't address training at all.

Since I love to conduct management training, I am available to come to your offices and train your supervisors, customizing my resources to your organization's or department's needs.

But here's another option for you. Starting March 27th, I'm conducting a series of 10 supervisory training sessions for the Minnesota Multi Housing Association.

These monthly 2-hour training sessions are open to non-members as well as MHA members. So if you're looking for an opportunity to receive some training or have multiple people in your organization looking to enhance their supervisory skills, feel free to contact MHA and sign up.

I don't usually do public seminars, so this is a rare opportunity. Here's a link to the brochure:
[MHA Supervising Smart Brochure](#)

Here are the topics and dates so you can see what works for you.

• March 27	The A to Z of HR for Managers
• April 22	Leadership
• May 23	Interviewing and Selection
• June 25	Engaging and Motivating Employees
• July 23	Communication Skills
• August 19	Conflict Management
• September 24	Performance Feedback and Reviews
• October 22	Discipline, Documentation and Dismissal
• November 18	Professionalism and Ethics
• January 20	Managing Change

I hope to see you there!

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About Arlene Vernon

Arlene has provided HR consulting and management training services to over 300 organizations since starting HRx, Inc. in 1992.

If you're seeking a hands-on, practical HRxpert to assist your organization with employee relations, policy development, strategic HR activities or fun/doable management training, call on Arlene – Your HRxpert.

If you're planning a conference, seminar or special event, Arlene specializes in keynotes, seminars and workshops to meet your talent management needs. And if you're seeking a more lively entertaining activity, Arlene's custom songs and musical-inspirational keynote may be perfect for your organization!

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