

Academic Impressions New Supervisor Learning Plan

Building Confidence as a New Leader: Overcoming Internal Barriers | On-Demand – 90 minutes

[View Training](#) | One of the most challenging barriers new leaders must overcome is the lack of confidence they often face when starting a new role. Whether they are first-time leaders or assuming a new level of responsibility, new leaders must grapple with such internal pressures as misplaced emotions, preconceived notions, and negative self-talk. Learning how to identify and combat this pressure can help them to successfully navigate the transition into leadership.

In this on-demand training, our expert instructor will address:

- Identifying negative self-talk and a lack of leadership confidence: What types of intrapersonal language choices do you find yourself using when you feel unsure in your new role? What behaviors come out in those moments of uncertainty, and how do these behaviors impact your leadership ability?
- Getting to the root of the issue: What situations cause you to feel particularly vulnerable, and how can you identify the root causes? Why are these situations particularly difficult for you, and how can you prepare for them in advance?
- Changing negative habits and building confidence in your leadership ability: How can you take a step back and reframe your understanding of a situation? What strategies can you use to increase confidence in your leadership ability and change your inner dialogue?

Setting up the Supervisory Relationship: Understanding and Adapting Your Supervisory Style | On-Demand – 120 minutes

[View Training](#) | Developing a strong supervisory relationship with each staff member goes a long way in ensuring future success for both the individual and the team. To accomplish this, you must understand and be able to articulate your own supervisory style—and learn how to adapt it to the styles and work preferences of your team. Having this shared understanding of styles on both sides will help to anchor the supervisory relationship and fortify it in the face of the challenges that naturally occur in our day-to-day work.

You will leave this on demand training with a deeper understanding of your preferred supervisory style, of how and why you might adapt it for individual staff members, and how to engage in productive conversations with new or existing direct reports to build a strong supervisory relationship.

The Art and Practice of Giving and Receiving Feedback | On-Demand – 55 minutes

[View Training](#) | Giving feedback to someone in a way that is both direct and respectful is a challenging thing to do, even for the most seasoned managers. Most of us figure it out the hard way by fumbling, softening what we meant to say, or confusing the message. The challenge for managers is to convey your message clearly with **backbone** as well as heart.

In this on demand training, a certified executive coach and leadership development expert Mary McGuinness will provide simple but proven techniques, along with sample language, to help you become more confident and skilled at providing feedback directly.

Conflict Management: A Practical Workshop for Leaders | On-Demand – 90 minutes

[View Training](#) | In this on-demand workshop, you will learn strategies to help you manage and resolve various conflicts within your department or institution. You will be introduced to practical tools that address conflict in its earliest stages before it becomes a formal dispute. There is no one-size-fits-all approach to resolving conflicts. That is why our expert instructor will present numerous scenarios and discuss the use of framing, facilitation, and other dispute-resolution tools to help you:

- Improve and sustain a healthy working environment
- Build rapport among colleagues
- Increase faculty and staff morale

Leaders as Coaches: Improving Employee and Team Performance | 3 sessions - 60 minutes each

[View Training](#) | Coaching is a skill that is often not taught on the job or written into job descriptions. And yet, it is a powerful tool to motivate and engage your team to become more effective.

When you coach, you do not give answers. Instead, you ask meaningful questions and listen carefully to your supervisees or other team members. You guide them to discover their goals, solve their problems, or get back on track themselves. This leads to increased time savings, job satisfaction, engagement, and professional growth. In this three-session on demand training, you will learn essential coaching techniques, which will help you motivate and build trust with your team members.

Discover Your Role and Impact in Creating Team Engagement | On-Demand - 60 minutes

[View Training](#) | You are striving for high team engagement because you know it means higher productivity, innovation, and retention. But how clear are you on the building blocks of this engagement? How can you develop yourself and others to cultivate the team engagement you are seeking?

Join us for an on-demand survey of the key drivers that impact team engagement. You will learn about three attributes that you need to develop as a manager to ensure you are “showing up” for your team. Then you will learn five areas in which to focus your management efforts to foster engagement. You may be surprised by what is most important!

Fostering Psychological Safety in Your Team | On-Demand - 2 sessions, 50 minutes each

[View Training](#) | In times of confusion or conflict, leaders and supervisors often try to bring teams together by creating a common vision or by clarifying goals and processes. But before these steps can be effective, you need to ensure an elevated level of psychological safety within your team. Without that foundation, your team will not function as cohesively.

Join us for a two-part on demand training to learn how to foster a deeper sense of psychological safety within your team.

- In Session 1, you will learn three key leadership behaviors that will invite your team to share ideas, take risks, accept mistakes, and create more innovative work.
- In Session 2, you will complete an assessment to measure the psychological safety of your team, and you will leave with ideas on how to improve.