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## Learner GuideSupervisor Success: Development Programs That Work

Event Description: As our profession transforms and our work changes, nurturing skillful and competent supervisors has become a priority for all types of libraries. Rising to the challenge, many people are creating and offering learning and development programs in their libraries. Whether we hire outside consultants or create in-house programs, we could all benefit from knowing the best practices. Let’s learn together about the most effective and low-cost options for supervisor development programs, and how to strategically promote implementation of those programs in our organizations. And let’s explore how we might motivate our supervisors to fully benefit from their learning. Event Page: <http://www.webjunction.org/events/webjunction/supervisor-success-symposium.html>

### What are your goals for viewing this symposium?

Personal:

Unit/Department/Organizational Goals:

Discussion and Reflection Questions

**Session 1 - Creating Awesome Supervisor Training: Best Practices and Techniques from the Library Field**

1. What do you think are the benefits to providing supervisory development opportunities?
2. Are you in an organization that you’d characterize as (for the most part) having a growth mindset? If not, what can you commit to doing to help move your organization in that direction?
3. What questions might you ask your trainees in order to understand better the kind of supervisor development program you might create and how you might deliver it?
4. What techniques or approaches to supervisor development do you think might work best for your organization and your target learners?

**Session 2 – Building on Successful Examples: Exploring Programs that Work**

1. Based on your experiences, where do you stand in the leadership vs. management debate?
2. How often do supervisors at your library have the opportunity to meet together?

1. What are the top issues facing new supervisors in a library environment?
2. How well do you think supervisors at your library understand the basic expectations of their jobs?

**Session 3 - Rolling It Out: Strategies for Success**

1. How do you connect the training to your library's strategic goals and the needs of your stakeholders?
2. What challenges do you face in gaining buy-in from your administration in regards to developing a Supervisory Training Program?
3. How do you convert reluctant or passive learners to enthusiastic engaged learners?
4. How do you keep your program relevant and adaptable over time?

**Action Plan: (include next steps, who, when, etc.)**