

# STRATEGIC SUPERVISION



Supervision is an essential form of leadership in nearly every organization. Where there is a workforce, there is a need for solid supervision and great leadership.

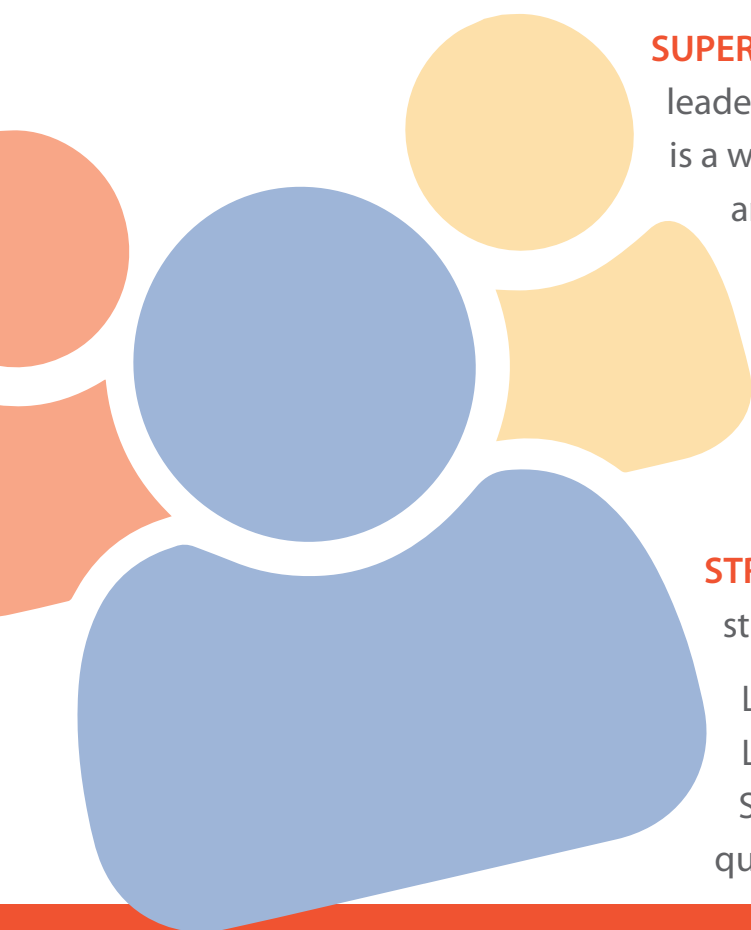
Strategic Supervision involves all leaders and develops leadership capacity at all levels.

Strategic Supervision is great for business!



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**SUPERVISION** is one of the most essential forms of leadership available to an organization. Where there is a workforce, there is a need for solid supervision and great leadership.

A supervisor is anyone who leads the work effort of anyone else. Today's successful organization needs supervisors that lead. And they need a system of supervision that fosters great leadership, at all levels.

**STRATEGIC SUPERVISION** is a complete solution for strategic **LEADERSHIP DEVELOPMENT**.

LEADER DEVELOPMENT is not quite the same as LEADERSHIP DEVELOPMENT. Similar but different. Semantics maybe. But the distinction can be quite valuable.

# SUPERVISION is VITAL to LEADERSHIP

**LEADER DEVELOPMENT** focuses on building the capacity (ability and motivation) of the individual leader. Certainly a worthwhile endeavor. Capable leaders are good for business.

**LEADERSHIP DEVELOPMENT** builds leadership capacity, not just in the individual leader, but also in the organization. It's about developing an environment and culture in which desired leadership thrives and the collective value of all leaders is maximized.

**STRATEGIC SUPERVISION** helps you do both. It helps you develop the leadership system and the leader in the way that is best for your organization. Your system. Led by you. Your way. Your approach. We provide the roadmap, templates, and tools. And we help you to measure success all along the way.



# STRATEGIC SUPERVISION IS A DEVELOPMENTAL PROCESS

9 Steps

12 Months

Proven Tools

Powerful Training

Ongoing Coaching

... and **SUCCESS!**

**YOU PROVIDE  
THE LEADERSHIP**

**WE PROVIDE THE  
ROADMAP & TEMPLATES**

**TOGETHER WE  
CREATE SUCCESS**

## 9-STEP PROCESS

### STEP 1: Baseline

- Lead as a Team
- Set the Baseline
- Take Inventory

### STEP 2: Vision

- Create a Common Vision
- Create a Common Philosophy
- Articulate a Consistent Message

### STEP 3: Blueprint

- Define Success Standards
- Design Key Systems
- Plan Logistics

### STEP 4: Alignment

- Hold Leader Summit Session
- Align Leaders 1-on-1
- Align Support Functions

### STEP 5: Coaching

- Define Manager as Coach
- Launch the Coaching Method
- Launch the Scoreboard Method

### STEP 6: Core Skills

- Learn Core Skills
- Apply Core Skills
- Master Core Skills

### STEP 7: Core Practices

- Learn Core Practices
- Implement Core Practices
- Master Core Practices

### STEP 8: Summit View

- Conduct Summit Assessment
- Create Summit Report
- Hold Summit Discussion

### STEP 9: Sustain

- Renew and Realign Commitment
- Revise the Blueprint
- Continue to Create Success

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# WHY STRATEGIC SUPERVISION?

## Because you want to:

- Unify senior leaders and help them lead as a team.
- Create a shared vision and philosophy for supervision and leadership.
- Enhance communication, clarify expectations, and ensure accountability.
- Align leaders at all levels.
- Turn good managers into great coaches.
- Build core leadership skills from top to bottom.
- Implement consistent practices throughout the organization.
- Improve your organization's ability to execute.
- Fortify the desired culture.
- Increase desired operating results.
- Stimulate, measure, and communicate continuous improvement.

Let's talk  
about how  
Strategic  
Supervision  
might be right  
for your  
organization.



*"Programs don't change workers,  
supervisors do."*

*Larkin and Larkin*

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