

Linking Leadership Styles to Supervision

Review each of the components of the supervisory relationships and mark an "X" in the column for each leadership approach that lends itself to that approach (you may mark more than one leadership approach).

Components of the Supervisory Relationship	POWER	RELATIONSHIPS	POLITICS	BY EXAMPLE	CHARISMA	SHARING GOALS	PERSUASION
Believing in staff, and helping them to see their own future.							
Understanding staff's own values, goals, motivations, and tying these into program/organizational goals.							
Always highlighting the positive: "glimmers."							
Engaging staff in self-assessment.							
Engaging them in goal setting—both short-term and longer term—so that they can feel they are working toward something.							
Providing consistent time and space for supervision.							
Following through on actions discussed.							
Revisiting work plans and individual goals of staff on an ongoing basis.							
Helping staff to explore options and alternatives.							
Eliciting staff's own knowledge by asking about past experiences.							
Offering expertise only after exploring options with staff.							
Helping staff to stay focused on the big picture.							
Responding, not reacting, to crises.							
Redirecting staff back to their work and goals when crisis arises.							

Linking Leadership Styles to Supervision



RELIANCE ON POWER.

You prefer to direct the approach. Your decisions are final; they are not open to question or discussion.



RELATIONSHIPS.

You tend to develop strong positive relationships and then use the relationship to encourage people to do things. Rather than doing things because of the task itself, people are motivated because of the relationship.



POLITICS.

In this approach you develop relationships and create allies within the system. By offering "favors" to people you can count on getting the same in return when needed.



BY EXAMPLE.

Rather than requiring or asking for certain behavior, you demonstrate what's expected. The implication is that others will follow your lead.



CHARISMA.

You use your personality and enthusiasm to move people along. People will do things because they become excited and feel loyalty to you.



SHARING GOALS.

You exercise some of your leadership through others. Here, you give up some control and allow others some ownership in decision making and goal setting.



PERSUASION.

You convince people to do things that you want through reasoning, selling techniques, or other persuasive methods convincing them that the best approach is in line with what you want them to do.

Coaching Supervision

AGENDA



Check-In (15 MIN)

- Staff discussion points
- Goals set with staff



Admin (10 MIN)

- Timely projects/deadlines



Participants (30 MIN) *this is the bulk of your time

- Review goals set
- Difficult cases to discuss



Backburner (5 MIN)

- Items to keep on your radar



Coaching Supervision

NOTES

STAFF	DATE
-------	------

Questions/Agenda Items from Staff:

Administrative Check-In:

Participants Discussed (see next page for notes):

Support or Training Discussed:

Other Notes:

