

Supervisor's role in supporting staff members' professional development

- Foster staff competence and career development
- Be knowledgeable about training topics
- Shadow direct service staff
- Provide opportunities for professional development
- Build on strengths and see challenges as opportunities for growth
- Provide opportunities for mentoring
- Be familiar with each staff person's preferred learning style
- Support specific, structured and accountable reflection to ensure transfer of learning into behavior
- Stay current on best practice standards

Supervisor, Coach or Mentor?

The supervisor clarifies the vision, develops goals for staff to achieve the vision, sets the agenda for team meetings, answers questions and gives advice.

The coach supports staff to develop and accomplish goals to achieve the vision, asks questions to explore possibilities, helps staff discover their answers and points staff toward resources.

The mentor is an experienced and trusted advisor who teaches and inspires the learner.



Resources

Chapter 1: Welcome

Chapter 2: Professional Development and Learning Transfer

- The Inconvenient Truth about the Learning Process - [Video](#) and [Transcript](#)
- Secrets of Transfer of Learning - [Video](#) and [Transcript](#)
- Key Factors in Learning Transfer – [Handout](#)
- Reflection and Feedback Learning Transfer – [Resource Handout](#)
- Manager’s Role in Training – [Resource Handout](#)
- The Supervisor’s Responsibilities - [Handout](#)

Chapter 3: Professional Development and Learning Styles

- Multiple Intelligences – [Handout](#)
- Applying Multiple Intelligences - [Handout](#)

Chapter 4: Supervisor, Coach or Mentor?

- Coaching Reflection - [Video](#)
- What is Coaching? - [Video](#) and [Transcript](#)
- Supervisor as Coach - [Handout](#)
- Coaching for Behavior Change
 - Approach 1 - [Transcript](#)
 - Approach 2 - [Transcript](#)
- The Mentoring Relationship – Questions to Consider - [Handout](#)
- Inspiring Through Mentoring: Joanna Kaczorowska, TED Talk - [Video](#) and [Transcript](#)

Chapter 5: Professional Development Needs Assessment

- Fostering Staff Competence Through PD – [Handout](#)
- Assessing Training Needs - [Video](#) and [Handout](#)
- Staying Current on Best Practice Standards – [Handout](#)
- Keeping up-To-Date In Your Industry - [Resource Handout](#)