

Academic Impressions Experienced Supervisor Learning Plan

Effective Supervision in Higher Education | On-Demand - 63 minutes

[View Training](#) Supervision is much more than informal meetings and annual performance reviews. This on-demand training examines a supervisory model that can help you develop the capacity of your employees. You will learn:

- Keys to being an effective supervisor
- Questions to use in creating a meaningful supervisory relationship
- Methods for establishing trust
- An effective supervisory structure (when to meet and what to cover)
- How to discuss areas for learning and improvement

Supervising Intergenerational Teams: A Training for Higher Education Leaders | On-Demand - 60 minutes

[View Training](#) Each generation has its own preferences and values that motivate them, and it is important to understand those differences to build a cohesive and resilient workplace culture that maximizes individual and team performance and minimizes conflict. With almost a quarter of the labor force set to retire in the next decade, it is crucial to recognize the contributions of all generations of workers. This on-demand training will share:

- Research that highlights the benefits of addressing the needs of your different generations.
- Strategies for how to motivate and coach your age-diverse team, so that they feel engaged in their work and have the tools to better understand and collaborate creatively and productively with each other.
- How to respond to and address interpersonal conflict that may arise within your team with an awareness and respect for the different generations.

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

[View Training](#) This on-demand training provides simple but proven techniques, along with sample language, to help you become more confident and skilled at providing feedback directly.

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

Session 1: What Is Psychological Safety, and Why Is It Important to Teams?

[View Training](#) You will learn how to recognize what psychological safety is and how it impacts team performance, learning, satisfaction, and engagement.

Session 2: Three Behaviors that Foster Psychological Safety in Teams

[View Training](#) You will learn how to foster psychological safety within your team by establishing shared expectations and meaning; creating participation that welcomes all voices and responding productively to foster learning.

Leaders as Coaches: Improving Employee and Team Performance / On-Demand – Three 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. This three-part on-demand training series covers eight 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?

This on-demand training provides a 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 and five areas in which to focus your management efforts to foster engagement.