



Program Description

The New Supervisor Development Program (NSDP) is an instructor-led, five week program (one webinar day per week) designed for County employees who have recently transitioned to a supervisory role. The program covers a range of crucial topics and provides participants with key insights, evidence-based practices, and applied tools needed to succeed as a supervisor. Participants also receive County-focused orientation, training, and resources to help them successfully navigate the County in a leadership role.

Topics Covered

Week 1	Week 2	Week 3	Week 4	Week 5
Your Transition to Supervisor	Getting Results Through Others	Communication and Performance Management	Key Laws, Policies, and Procedures	Tools for Success as a Supervisor
<ul style="list-style-type: none"> ▶ Supervision Essentials ▶ County Orientation ▶ Relationship Building ▶ Finding a Mentor 	<ul style="list-style-type: none"> ▶ Planning Work ▶ Delegating ▶ Project Management ▶ Coaching and Feedback 	<ul style="list-style-type: none"> ▶ Effective Workplace Communication ▶ Difficult Conversations ▶ Performance Management 	<ul style="list-style-type: none"> ▶ Key Laws ▶ Key County Policies ▶ County Procedures 	<ul style="list-style-type: none"> ▶ Stress Management ▶ Time Management ▶ Your Development Plan ▶ Additional Resources

Program Components



County Voices

Perspectives, insights, and tips from County managers and subject matter experts presented in a series of videos.



Peer Mentoring

Supervisor-approved peer mentor will assist with a one-year individual development plan.



Recommended Online Learning

LinkedIn Learning course access, TED Talks and other online learning opportunities.



Real-time Surveys and Quizzes

Class surveys, polls, and competitive quizzes administered live with discussion of real-time results.



Gamification, Exercises, and Simulations

Applied activities to reinforce content, engage learners, and ensure retention.



Supplemental Readings

Select articles and books from prominent authors on management, leadership, and communication.