

SUPERVISOR CORE TRAININGS 2009

Managing Within a Child and Family Serving System (501)

This training is a critical cornerstone of the Supervisory Core Series, setting the stage for the entire series and creating a lot of energy among participants. Core 501 challenges the supervisor to examine his/her values against the system's values and to clarify the importance of a shared vision, shared mission and shared success measures (outcomes) in building an excellent system. The knowledge and skills required by management staff to function within the larger family and child welfare service system is examined. Core 501 is the first of a series of four supervisory trainings, which are intended to be taken in sequence.

Managing Work Through Other People (502)

This training explores the diverse needs, attitudes, personal preferences, and resulting behaviors of child and family serving professionals in the work environment. Core 502 provides tools for supervisors to assess these factors and use the information to develop individualized performance improvement efforts for staff. The use of power and authority, and strategies for conflict resolution is also discussed.

Transfer of Learning (503)

The ultimate goal of professional development activities is to improve service to children and families by transferring learning into daily practice. Supervisors are critical to that process. This training is based on a framework for understanding the administrative, educational, supportive, and leadership roles of supervision. It then explores how these areas pertain to the supervisor's task of promoting the transfer of learning, and introduces organizational tools designed to create and support a learning environment.

This training includes a follow-up session with the trainer, to enable supervisors to report back on their progress regarding the implementation for continued support for transfer of learning.

Supervising and Managing Work Group Performance (504)

This training explores a variety of interventions that assure productive contributions from every work unit in the agency and identifies barriers to productivity. Core 504 also presents strategies to build work groups into self-developing teams, focused on achieving a shared purpose.

Visit our website for the most up-to-date information and to register on-line at <http://www.uwrf.edu/wwpartnership>

The fee for these workshops is \$17.00 per workshop day for Partnership members. Registration will be at 8:30 am the first day of each training. Lunch & refreshments are included in the fee.

CORE 501: Managing Within a Child and Family Serving System	September 17 & 18, 2009 9 am-4 pm	Days Inn, Rice Lake
CORE 502: Managing Work Through Other People	October 20 & 21, 2009 9 am-4 pm	Sleep Inn & Conference Center, Eau Claire
CORE 503: Transfer of Learning	November 9 & 10, 2009 9 am-4 pm	Turtleback Golf & Conference Center, Rice Lake
CORE 504: Managing Work Group Performance	December 4, 2009 9 am-4 pm	Sleep Inn & Conference Center, Eau Claire

What supervisors have said about this training: "Excellent trainer." "Has helped me tremendously and was very re-affirming and 'clarifying'." "Very helpful that training was specific to county environment." "All relevant." "Very reassuring in general—especially about newer practice standards and principles."

Target audience: This training series is essential for new supervisors. It is designed for all child welfare professionals with supervisory responsibilities. It is also useful for new Directors that have not taken the Supervisor Core. The workshops are intended to be completed as a sequence by the same cohort. Sessions are limited to 16 participants.

Trainer for all sessions: Howard Harrington

Howard Harrington has worked in child and family social work for over 30 years. He received his MSW from the University of Iowa in 1981, concentrating in rural social work practice. Howard has worked in a variety of social work settings, including school social work, public child welfare and juvenile justice, inpatient evaluation, group home and residential treatment. He worked for the Waushara County Dept. of Human Services for 12 years. Howard currently operates Harrington Consulting, with concentrations in wraparound services, child sexual abuse and juvenile sex offending, and social work supervision and administration. Howard provides training for child welfare professionals across the state of Wisconsin.