2019-2020 Supervisor Development Institute (SDI)

We are pleased to provide this development series at two campuses this year. One cohort will meet at UM and the other will meet at UMA. Please choose the location most convenient for you.

Introduction: The Supervisor Development Institute (SDI) is an educational program designed to provide supervisors and managers (or those seeking to become supervisors or managers) with the skills and knowledge to effectively manage people and functions. The program includes workshops, self-directed learning, and ongoing reinforcement activities.

Goals:
- Develop highly skilled and competent supervisors who understand and manage human and capital resources in a strategic rather than reactive fashion
- Make supervision more effective and efficient by giving supervisors the tools, knowledge and skills needed to be successful
- Assist supervisors in the proper application and effective use of policies, procedures, services, and resources
- Encourage consistency in how people supervise
- To put supervisors in touch with one another in order to share ideas, solve problems, and provide support
- To improve communication within and among units at all levels
- To prevent problems caused by ineffective supervision
- To promote wellness and employee satisfaction by improving supervisory practices
- To make significant, long-term contributions to the mission of the University

Benefits of Participating: Upon completion of SDI, you will:
- Understand the function, expectations, responsibilities, and authority of your role as a supervisor
- Be effective in working with employees
- Set and achieve goals
- Communicate more effectively
- Develop a systematic and logical approach to solving problems and making decisions
- Manage conflict and influence and collaborate
- Develop the skills, knowledge, and abilities of direct reports
- Establish a plan of self-development in technical and managerial areas
- Become part of a strong network of supervisors who can rely upon each other for support and information

Here's what SDI graduates are saying:
"This was a really great program and I feel that I am walking away with a lot of relevant, easily applicable information. This is a great resource for people on campus …"

"Thank you for the positive atmosphere. This was an engaging and informative series!"

"I developed a network of supervisors for problem solving and increased my supervisory confidence."

From a Director:
"The Institute ... plays an important part in our staff development efforts. We benefit on a daily basis, especially as it pertains to administrative and managerial practices."