# Enhanced Supervision Program (ESP) 2023-2024

**Before starting ESP sessions, participants and their supervisors should discuss questions**

**1 & 2 below. Question 3 should be completed after participating in sessions.**

## Pre-Participation Questions

1. **What’s your greatest challenge as a supervisor?**
2. **What skills (from the list below) do you most need to learn to be a more effective supervisor?**

Participants in the Enhanced Supervision Program will develop skills related to the following topics:

* Supervision and Motivation
* Building an Effective Team or Department
* Managing Conflict and Difficult Conversations
* Writing Effective Performance Reviews/Giving and Receiving Feedback
* Best Practices in HR
* Managing Change and Motivating Employees through Change
* Managing funds and using budgets to achieve goals
* Unlearning Bias, Part 1 of 3
* Identifying and Responding to Bias, Part 2 of 3
* Shifting Department/Campus Culture, Part 3 of 3
* Connecting to Department & University Strategy & Mission

*(fill in answer here)*

## Post-Completion Question

**How are you going to utilize what you have learned to be a more effective supervisor?**

*(fill in answer here)*

Throughout the year, including during regular meetings and performance appraisals, participants and their supervisors should discuss what participants have learned and how new skills can be applied to their work.