

Excellence in Supervision - Foundations

To advance fearlessly forward, the University is investing in the growth and development of its supervisors to equip them with the knowledge, skills, and attitudes to:

- **Create positive work experiences and environments**
- **Foster growth, success, care, and inclusive excellence**

UMD's Excellence in Supervision approach

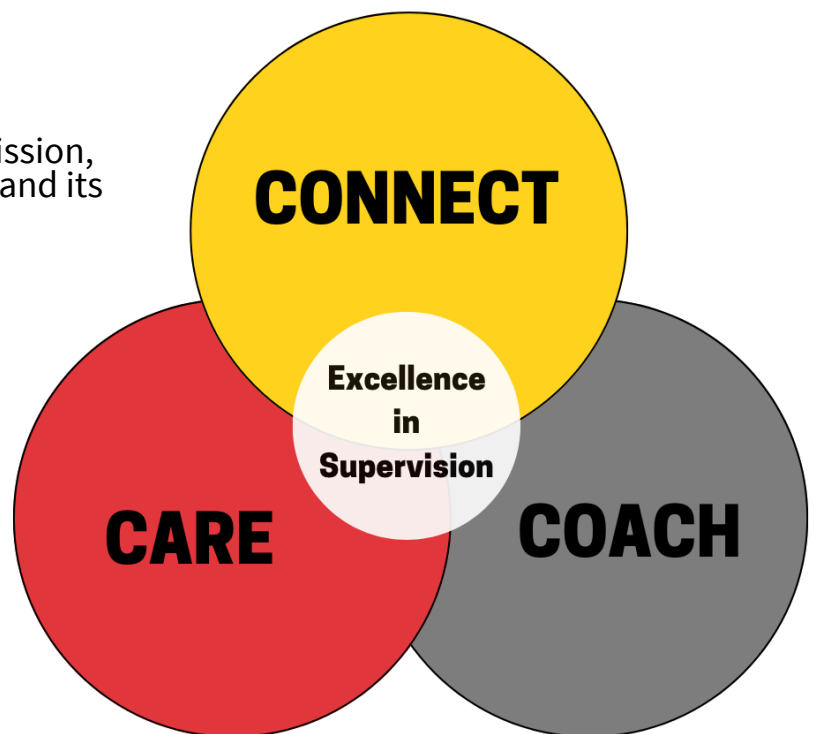
- is informed by *you!* The needs and insights of UMD supervisors and supervisees were collected through surveys, interviews, and focus groups. Broad workplace and leadership trends and research were added to the curricular mix.
- seeks to transform workplace culture by adopting a human-first orientation to supervision driven by clear expectations and mutual accountability.
- incorporates a variety of opportunities to meet varying learning styles.
- is grounded in the University's mission and values, the guiding principles of Fearlessly Forward, UMD's Strategic Plan, and the values of TerrapinSTRONG.

UMD's 3Cs of supervision

CONNECT employees and teams to the mission, priorities, and processes of the University and its divisions, departments and units

CARE about and for employees, teams, divisions, departments, and units

COACH employees and teams to learn, grow, and succeed



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What

- A 20-minute introductory video
- A 2.5-hour instructor-led session (in person or virtual)
 - Understanding and connecting to the University's mission and commitments
 - Soft skills are real skills
 - Introduction to coaching
- Three 20-minute self-paced eLearning modules
 - Fostering inclusion and belonging
 - Creating expectations and accountability
 - Giving effective feedback
- One 90-minute in-person practice session
- Optional individual and group coaching support

- **Recommended** for all supervisors. Whether you supervise students, faculty, or staff, this program is for you!
- **Required** for those newly taking on supervisory responsibilities

Who

- Registration opens January 2025
- Sessions start in February 2025 and are available throughout the year

When

Details coming soon. Contact cloc@umd.edu for more information.