

Build strong working relationships



& healthy organizational culture



Rebecca Schueller Training & Consulting Presents:

October 2021 Webinar Series – 6 Sessions/15 Hours

**Supervision & Performance Appraisal Skills
to Support Effective Teams**

**Oct. 4, 5, 7, 12, 14, & 15 2021 (1:00-3:30 p.m.)
U.S. Central Time**

Fee: \$360/Participant



Register Online: www.bemidjiconsulting.com/trainings
For Questions: Becky@bemidjiconsulting.com

Webinar Option: Covid-19 has changed work life permanently. Employers are exploring options to re-open that protect employee health and safety, and many will continue to limit employee travel through 2021. This webinar replaces a two-day in-person training with content updated to reflect working conditions in the era of Covid-19. Training will be offered 2.5 hours a day, 3 days a week over a 2-week period for a total of 15 attendance hours. Attendance certificates provided. Zoom break-out sessions will be used for small group discussion.

Workshop Description: Supervisory support makes a significant impact on employee mental health and well-being during ordinary times and more so in times of extreme stress and uncertainty. Employers now have the opportunity to reinvent their organizational practices and culture to support the ability of staff to bring their best to their work. Make sure that, as a supervisor, you receive the formal training you need for this cultural pivot. Ensure that you are creating positive momentum to support diversity, inclusivity, and equity for employees. How will your team designed alliance and communication agreements look different in this new period?

Do you view supervision time with staff and performance appraisals as opportunities to partner and learn your staff's goals and hopes for their clients and their ideas for new ways to provide services or new programs that can help your organization adapt to the new realities? With staggered schedules, communication with staff to learn the resources, tools, & support they need to do their jobs is a priority. Ensure that your organization keeps "the right staff" to bring your organization through the Covid-19 recovery period. With reduced resources, high quality staff who can perform at their best are essential. Effective supervision is even more important in a remote work environment because not all employees are suited to create their own structure and work independently.

Intended Audience: This workshop is designed for employees charged with supervisory responsibilities. Nonprofit/tribal/and county human services managers, program directors, maintenance and transportation supervisors, financial services managers, county auditors, school principals, community college deans, and business professionals have appreciated this workshop. The supervision, communication, and evaluation tools taught are relevant in multiple workplaces.

About Your Trainer: Becky provides online webinar training and consulting. She has three decades of experience working with national, urban and rural nonprofits, tribal organizations, and small businesses. In addition to 30+ years of management, leadership, & supervisory experience with nonprofits, Becky served multiple community agencies in board, staff, committee, volunteer, and consultant roles. She worked for the Chicago Foundation for Women, supervised an all-Cambodian refugee staff, and served at the YMCA of the USA. In 2018-19, she was the Northwest Minnesota Continuum of Care Coordinator, supporting housing and homeless service providers. Becky's most recent long-term staff role was serving as a youth and family service agency executive director from 2001-17. The agency's \$1M budget doubled and the staff grew from 20+ to 40+ members.

❖ **Rebecca Schueller Training & Consulting, LLC** ❖
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REGISTRATION & PAYMENT

Supervision & Performance Appraisal Skills to Support Effective Teams

REGISTER ONLINE: www.bemidjiconsulting.com

Oct. 4, 5, 7, 12, 14, & 15, 2021

2:00-4:30 pm – Eastern

1:00-3:30 p.m. – Central

Noon-2:30 pm – Mountain

11:00 am-1:30 pm – Pacific

10:00 am-12:30 pm – Alaska

Via Zoom Meeting – Live Virtual Training

Register Online: www.bemidjiconsulting.com/trainings - Click on the October Supervision & Performance Appraisal training. You may enter multiple registrants in one registration by entering the total number of registrants under “quantity” when you input the first registrant (i.e. click 5 to register 5 staff). All registrants will receive an electronic copy of the presentation and a short resource packet. Becky provides attendance certificates free upon request.

Payment: Checks, Pay Pal, and ACH deposits are accepted. You can use a credit card online with Pay Pal even if you don't have a PP account. Send ACH form requests to Becky@bemidjiconsulting.com Checks may be made payable to **Rebecca Schueller Training & Consulting** and mailed to: **P.O. Box 1513, Bemidji, MN 56619-1513.**

Registration Deadline: Please register by **Mon., Sept. 20th** when possible. Payment is due by **Mon., Sept. 27th.**

Early Bird Registration: \$360.00/person – for registrations received by **Mon., Sept. 20th** (register online at www.bemidjiconsulting.com/trainings - use a computer, not your phone).

Regular Registrations: After **Sept. 20th**, registrations are \$400.00/person.

Zoom Food Etiquette: You are welcome to snack or eat lunch during the training.

Questions: Please email questions with contact information to: Becky@bemidjiconsulting.com.

Cancellation: Substitutes accepted at any time. Please provide 5 days notice when possible. Unfortunately, due to the small class size, there are no refunds for cancellations. Becky is flexible about including participants in future training if cancellations are unavoidable.

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