

Rebecca Schueller Training & Consulting

Live Virtual Training two days a week for three weeks via Zoom

January–Feb. 2027 Online Series ■ 6 Sessions ■ 15 Hours ■ $450

SUPERVISION & PERFORMANCE APPRAISAL to Lead Effective Teams

January 19, 21, 26, 28 & Feb. 9 & 11 — 1:00 pm - 3:30 pm Central

What You'll Learn

- **C**ultivate your 21st Century **leadership & communication skills**
- **B**uild **strong working relationships** & **healthy organizational culture**
- **C**onduct **meaningful** appraisals
- **S**upport **staff well-being & retention**
- **D**evelop a **"Team Designed Alliance"**

Recharge Your Confidence

"Literally everything was valuable. I have tools that I can use immediately to help make supervision more structured and purposeful."

"I gained confidence in having conversations and evaluations with staff."

"I learned to be much more deliberate in my interactions with staff."

Intended Audience

■ Nonprofits ■ Native Nations
■ Local Governments ■ Schools

Support for new & current supervisors. Tools are multi-purpose. Participants are:

- Executive Directors & middle managers
- HR Directors & program supervisors
- Native Nation & county HHS supervisors
- Program & Volunteer Coordinators
- Financial managers & county auditors



REGISTER & PAY ONLINE: www.bemidjiconsulting.com

Jan.-Feb. 2027 Supervision & Performance Appraisal Training

Develop Healthy Practices

- Improve supervisory & staff **well-being**
- **Increase connections to staff**
- Provide **effective oversight and structure** to on-site & remote staff
- Conduct **meaningful** appraisals
- Create positive momentum for **diversity, equity, belonging, and accessibility** goals
- Learn **resources, tools, and support** to help your staff do their jobs well

Rebecca Schueller
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Texts only: (218) 760-9470
Email: Becky@bemidjiconsulting.com
Mail: P.O. Box 1513
Bemidji, MN 56619-1513
Website: www.bemidjiconsulting.com

Support Staff Mental Health & Well-being

Supervisory support greatly impacts employee **mental health and well-being,** especially in times of extreme stress and uncertainty.

Be sure you receive the formal training you need to be a **supportive and impactful leader** in the new landscape of **hybrid schedules, extreme under-staffing, remote work,** and **shifting culture**.

Build trust so that staff come to you *early* to share concerns and challenges.

Participant Feedback

"I attended the Supervision & Performance Appraisal training and had a wonderful experience. Becky is organized, offers real life and practical approaches, and has an authenticity that is felt even virtually. I highly recommend this training to other tribal organizations."

Arielle Aude, Former Director of Human Services, Lower Sioux Indian Community

About Your Trainer, Rebecca (Becky) Schueller



Becky is a trainer, consultant, and coach with three decades of experience serving national, urban and rural nonprofits, Native Nations, counties, schools and small businesses. During 30+ years of leadership, management, & supervisory experience with nonprofits, Becky served organizations in Chicago and Minnesota in Board, staff, committee, and volunteer roles.

Becky was a nonprofit Executive Director for 16 years. The agency's $1 Million budget doubled and the staff grew from 20+ to 40+ employees. She is a former Northwest Minnesota Continuum of Care Coordinator.

REGISTRATION DEADLINE: Monday, Jan. 4, 2027

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SESSION TIMES BY ZONE:

2:00-4:30 pm - **Eastern**
12:00 pm (Noon)-2:30 pm - **Mountain**
10:00 am-12:30 pm - **Alaska**
1:00 pm-3:30 pm – **Central**
11:00 am-1:30 pm – **Pacific**
8:00 am-10:30 am – **Hawaii**

Register Online

www.bemidjiconsulting.com/trainings

Use a computer, not your phone! Click on Supervision & Performance Appraisal training for your chosen month.

Participants will receive electronic copies of all session presentations, a resource packet, and an attendance certificate. **Sessions are recorded**.

Don't Miss the Zoom Link

Add **Becky@bemidjiconsulting.com** to your email contacts. Please plan to participate with video and audio in a private space.

Payment

Checks, Pay Pal, and ACH deposits accepted. Pay online with a credit card via Pay Pal. Make checks payable and send to:

Rebecca Schueller Training & Consulting
P.O. Box 1513
Bemidji, MN 56619-1513

Send ACH form & invoice requests to:
Becky@bemidjiconsulting.com

Registration Deadline

Register by **Jan. 4th** for the Early Bird rate.
Payment is due by **Jan. 11th**.

Registration Fees

Early Bird: $450/participant
After Jan. 4th: $475/participant

Cancellation Policy

All registrations are final. Substitute attendees are accepted at any time. Please provide five days notice when possible. Unfortunately, due to the small class size, there are no refunds for cancellations. For unavoidable cancellations, arrangements may be made for participation in a future training.

Zoom Food Etiquette

We will span several time zones and you are welcome to snack or eat lunch during sessions.

Questions? Reach out to:

Becky@bemidjiconsulting.com
Please include full contact information.