

# Supervisor Training Academy

## Memorandum



Dear Colleagues:

The Supervisor Training Academy is a collaborative effort brought to you through the Learning Institute and County Managers across the organization. The Academy is designed to provide supervisors with the competencies, tools, and development opportunities they need to succeed as leaders. The Academy includes courses designed to provide essential training to help individuals meet minimum expectations for supervisors and enables continued developmental progression. Employees who successfully complete all training courses will be awarded a Supervisor Certificate.

The Academy aims to train and enable employees with strong technical abilities to meet the demands of a supervisory/management role. Individuals are promoted into supervisory roles having distinguished themselves as highly competent and capable technicians, yet successful supervision and management requires a whole new toolkit of competencies. The Academy is designed to specifically address these competencies and lay a solid foundation on which to build supervisory skills.

Being a successful supervisor requires a personal commitment to continuous development of supervisory competencies. It is clear that the demands we face on a daily basis change rapidly, and that each one of us will need to rise to these challenges with increasingly greater skill and ability. We at the Academy are anticipating this demand by providing you with a learning experience that will enhance your technical expertise while giving you the personal, interpersonal, and group skills necessary to supervise and lead effectively. These courses are designed to provide material in a practical manner that even the busiest supervisor or manager can benefit from and implement immediately.

The County is committed to being a true Learning Organization, where the best can come to get better through continuous development in an engaging environment. As professionals, we never arrive at a completed state; we must continually look for ways of improving and learning in order to keep our skills honed and amenable to an ever changing world. Indeed, as our County grows, so too does the demand for each of us to demonstrate an ever greater level of skill and performance. The County organization recognizes these requirements and is pleased to help support it through the Academy. Every course is tied to the County's Leadership and Business Core Competencies. This will ensure that the competencies become integrated into your learning and development.

I encourage you to identify individual competency areas for your focused development, and to talk to your supervisor about how to further grow in these areas to ensure that you are continually challenged and inspired to even greater success in your career with Stanislaus County. Enrollment is limited to new and existing supervisors and managers. Eligible employees will self-register through PeopleSoft using the Self Service tab. Employees are responsible for adhering to their departmental training requirements and must obtain the necessary permission to attend classes.

Ryan Leupp  
Director of the Supervisory Training Academy and Learning Institute