Executive Summary

Course Title: APS Supervisor Core: Strengths-Based Development/Supervision

Course Description: Why focus on strengths? The research is clear that the use and development of strengths in the workplace increases work performance, retention, and well-being for staff at all levels. Join us for this interactive, foundational training on strengths-based development and supervision. Identify and explore your strengths and how to apply a strengths-based supervisory approach with your staff. Tips, tools and best practices will be shared for use on the job and in supervision.

Instructor Led Training: The following virtual instructional strategies are used throughout the course: short lectures (lecturettes), interactive activities/exercises including breakout groups, chat box discussions, large group discussions, self-reflection, poll options, and individual practice. PowerPoint slides and case scenario demonstrations are used to stimulate discussion and skill development.
Participants will need access to a computer with video conferencing capability and be able to connect to the virtual platform being used to deliver this training. A headset or earbuds with microphone and a video camera are highly encouraged. Participant Manual is available to either print a hard copy or free type.

Course Requirements:

- **Pre-Training Assignment**: Prior to the training, participants will be sent a Prework Supplemental Manual. They will complete a strengths assessment and the Your Top Strengths Handout (parts as indicated in directions). It will take approximately 60-75 minutes.
    - This **must** be completed prior to attending the training. This will be included as a major processing activity and needs to be readily available for the training.
- Completion of the entire module is required to receive course completion credit.

Intended Audience: This workshop is intended for new supervisors or experienced staff who may require a refresher.

Learning Objectives:

Upon completion of this training, participants will be able to:

- Compare and contrast the benefits and limitations of the strengths-based approach.
- Identify how each of your top strengths/talents (as described in your strengths assessment report) have contributed to your role/career.
- Discuss how you might approach supervising staff in an APS case study using the strengths-based approach and your top strengths/talents.