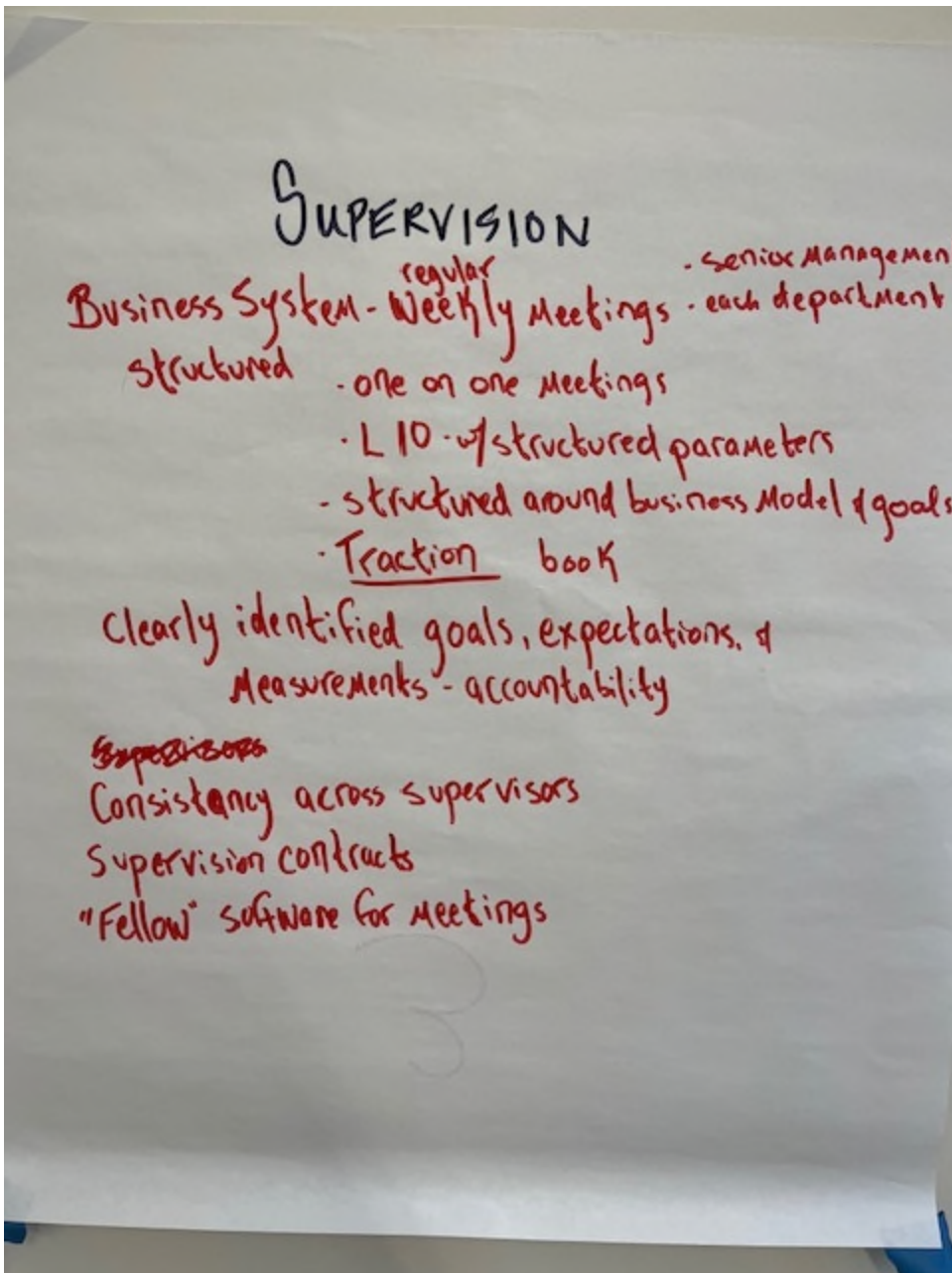


Monica Kelly

From: Lyn Freundlich <friendlybrit01@gmail.com>
Sent: Thursday, March 6, 2025 1:41 PM
To: Monica Kelly; Meher Shulman
Subject: <EXTERNAL>Supervision 1 of 2



SUPERVISION

SELF-REFLECTION

ADDED CORE VALUES TO
SELF-REFLECTION

RATINGS ON CORE COMPETENCIES

SUPERVISION

① Organization Wide

② Adding value to our supervision meeting
- the how? - the where
- the why? - the when

③ Trusting the Supervisor.

④ Acknowledging the human in the role

⑤ Discuss the why / Transparency

⑥ when do you want to start?

⑦ Not sitting on ~~issues~~ ^{issues}

Business
struct

clearly i

Supervisors
Consistency
Supervision
"Fellow" soft

SUPERVISION

- Self assessment
- one on ones
- Feedback in the moment as event happens
- Looking at "happening" as an oppy to learn
- not making mistakes a big deal
- admitting your own mistakes to your team
- figure out how the individual wants to be celebrated
- Be comfortable with uncomfortable feedback - giving & receiving
- don't take things personally
- Stop saying sorry

SUPERVISION

- * Training of Supervisors
- Mentoring & Coaching
- One-on-one recurring Supervisor (anytime) Team - 360° feedback
- Reflective Conversations (management center)
- Daily checkins
- In the field supervision - shadowing
- * Getting back to reflective conversations
- * Be intentional to scheduling time (protected)
- * Showing up authentically
- * Be flexible
- Cross functional Supervisory Group
- * across organizations