U of I Supervisory Excellence Program

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Live Facilitated Workshops

Leadership Essentials 1 / Live Training - 90 minutes

Register Here This U of I facilitator-led workshop focuses on the individual as a leader. Topics covered include an introduction to leadership, creating and articulating a vision and creating goals.

Leadership Essentials 2 / Live Training - 90 minutes

Register Here This U of I facilitator-led workshop focuses on leading others. Topics covered include an overview of communication, leadership, team building, decision making and delegation.

Communication Essentials / Live Training - 90 minutes

Register Here This U of I facilitator-led workshop takes a deeper diver into communication types and strategies. Specific topics include identifying your personal communication strengths and weaknesses, listening skills, non-verbal communication, and verbal communication.

Building Team Relationships / Live Training - 90 minutes

Register Here This U of I facilitator-led workshop provides an overview of the phases of team development and specific strategies to encourage different employees to work together effectively.

Coaching for Employee Success / Live Training - 90 minutes

Register Here This facilitator-led workshop introduces four coaching styles, and explores the differences between coaching, training, directing, and mentoring and providing effective feedback.

Effective Performance Management & Performance Evaluation / Live Training - 90 minutes

Register Here An interactive training session for supervisors with a focus on managing and evaluating the performance of employees. Presented by the Human Resource Business Partner Team.

University of Idaho Online, On-Demand Workshops

HR Issues for Supervisors/ U of I Online Training - 30 minutes

Register Here   This on-demand training provides supervisors with an overview of the Family and Medical Leave Act (FMLA), Worker's Compensation, Fair Labor Standards Act (FLSA) Americans with Disabilities Act (ADA) and employee leave reporting.

Search Committee Training / U of I Online Training - 30 minutes

Access Training

On demand training that outlines the U of I hiring process, the importance of a diverse search committee and applicant pool, proper interview procedures and guidelines and additional resources for active recruitment and hiring.

Unconscious Bias on Committees / U of I Online Training - 30 minutes

Access Training

On demand training that addresses stereotypical thinking and biases in the recruitment, hiring and promotion/tenure processes.

Academic Impressions Elective, On-Demand Workshops

Inclusive Communication / Academic Impressions On-Demand - 110 minutes

View Training Leaders have a powerful role to play in setting the tone for the organizational culture. They must therefore be very conscious of how they communicate: leadership comes with visibility, so a failure to communicate in ways that make others feel safe and understood will be noticed by their teams and peers alike and will negatively impact the group's sense of engagement and belonging.   This on demand training will help you as a higher ed leader make your everyday communication with others more inclusive.

Inclusive Leadership / Academic Impressions On-Demand - 95 minutes

View Training In research, it is not uncommon to interrogate your own positionality in relation to who you are researching to avoid bias. As leaders, however, we're often focused on the long-term strategy and health of the organization and ignore the important practice of understanding who we are in relation to who we lead. When you understand where your social and political position of power comes from and how it can influence your leadership in productive and counterproductive ways, you are able to align the values of different groups across the organization and operate as a truly inclusive leader. This on-demand training explores how your social identities–including age, gender, race, sexual orientation, and others–shape your position of power or privilege as an inclusive leader.

Designing Creative Solutions for Your Toughest Challenges / Academic Impressions On-Demand - 55 minutes

View Training This on demand training is designed for any leader who is looking for a structured process to bring out the most creative ideas within their team or across teams to tackle big and small challenges they might be facing. This event is ideal for all leaders, no matter if you identify yourself as creative or not.

Cultivating Creativity by Building Trust Within Your Team / Academic Impressions On-Demand - 60 minutes

View Training Innovation and creativity are what higher ed needs right now to push past the challenges. Creativity requires your team to share ideas, challenge each other's ideas, admit mistakes, and move past them. It requires risk-taking and an entrepreneurial spirit to try new things. To support a culture of creativity, you, as their leader, must create a secure and psychologically safe environment where your team feels empowered to be vulnerable.
This on demand training will teach you how to create a culture of trust within your team that encourages them to be their most creative selves to solve problems. You will learn how to create the necessary conditions to foster a safe environment for your team to be creative.

Time Management: Focusing on Your Priorities and Purpose / Academic Impressions On-Demand - 60 minutes

View Training This on demand course will help you take back control of your day-to-day schedule by empowering you to focus on the priorities that matter the most to you. Through a combination of self-reflection and skills-practice activities, you will transform the way you manage your time by learning how to: Identify and focus on your purpose and top priorities to move towards greater effectiveness.

Cultural Intelligence / Academic Impressions On-Demand - 110 minutes

View Training To operate effectively in today's higher ed environment, leaders must continuously broaden their own lens of cultural understanding. Leaders are constantly interacting with people who are members of a wide variety of cultures. Their ability to connect authentically across differences—and to make each individual feel like they belong and are respected for the unique perspective they bring--is essential to leadership success. This on demand training will create space for you as a leader to reflect on how and why culture is relevant to your work. You will learn specific actions you can take—both "small picture" in real-time and at a larger strategic level—to build cultural intelligence and center the importance of culture in your organizational and interpersonal leadership. Through this training, you will learn how to demonstrate your commitment to belonging and inclusion through the ongoing practice of cultural intelligence.