

CMD

Center for
Management
Development

Supervisor Certificate

Spring 2022

Overall program evaluation

Why did you enroll in the Supervision Certificate Program?

- To learn how to be a leader that makes positive impact and change.
- Our company sends all new managers to this training.
- To learn and grow in my role and to be the best leader I can be for my team.
- To enhance skills and learn new ones as I start my supervisory journey.
- To learn how to lead as an effective manager and to learn more tools to help manage my employees correctly.
- Was sent by my company.
- My supervisor recommended it to me.
- It was a part of my company promotion and as a new supervisor my company wanted to give me training immediately.
- To support my thoughts and ideas as a leader and to learn more about being a good leader.
- To become a better supervisor.
- To become a better leader and a better communicator.
- To learn how to be a good leader and be respectful towards others.
- To help me learn how to manage people and talk to them.

As you reflect back on the course, what specific topic, behavior or skills have you consciously applied in the workplace that represents a “new” behavior to you?

- I have worked on making my meetings more effective and working on how I deal with conflict.
- Working on the way I conduct meetings.
- Empowering my staff and investing in their development.
- Evaluating employee performance more often and in depth.
- Better communication, more open-minded as well as more introspection and desire for growth.
- The ability to handle different types of employees and the correct methods to be a better supervisor.
- How to make meetings more effective as well as how to handle legal issues and answer questions.
- Communication as well as employee empowerment.
- Trying to help employees feel empowered not just doing it for them.
- Listening to my team and trying to better understand their perspectives.
- Definitely communication skills that is something that I lacked in.
- Look at the overall goal of the company and deal with different types of conflict.
- Empower your employees.

What was the result of that behavior?

- My employees feel more cared about and their voices heard
- Things are going smoother.
- Better team responses and more open discussion as well as team motivation.
- Close relationships and better morale in the work place.
- Talking to my employees not only during performance reviews and to solve conflict when it happens.
- Better relations and improved performance.
- I have seen slow changes.
- I can feel more engagement with my employees.
- More response from the team that I am leading.
- Scared employees but stronger people.
- Being more positive and proactive with my employees.
- Very positive results and more people come to talk to me about good and bad things.
- They felt more important like it's their decision to do something and they tried harder.

What behavior or action do you feel should be integrated into your supervisory responsibilities that has not yet been tried?

- Delegating is something I could do better with.
- Treating my employees like people to empower them to do their job better.
- Reevaluating how evaluations happen and what I have control over to do differently
- Delegating responsibilities to my employees.
- I don't know right now but there is a lot that can be applied.
- How to let go of someone the right way.
- I am trying to install confidence, authority, and empowerment into my team.
- Not feeling scared that someone will pass me. I need to bring them to my level instead of trying to feel superior to them.

What topic (specifically) was the most relevant to you in your present position?

- A little bit of all of them as they can all be applied to my position.
- Delegating to the employees that I am in charge of.
- Employee evaluation and conflicts.
- Delegating results is something I feel is most relevant to my position
- Making the transition from worker to supervisor it was hard to cross that line from employee/friend to boss so the classes helped me make that change.
- All of it can be applied to my current position.
- How to transition and performance review.
- Putting it into practice and the best time to act is now.
- Making the transition to management because I am not a manager yet.
- Dealing with conflict I have trouble communicating with unmotivated employees
- How to delegate properly and when and how to.

If we could do *one thing* that would make the Supervision Program an even more positive experience, what would that be?

- I really enjoyed it I feel like I learned so much about myself and my employees.
- Honestly nothing, it was great and I learned a lot from it.
- Regularly scheduled break that are respected and consistent for each class.
- I have no suggestions the whole experience was positive for me.
- Not sure the program seemed good to me now I just have to put it into practice.
- More time for group discussion.
- Nothing it was a fantastic program.
- Instructors did an amazing job

Do you have a comment about our program that you would like to share with us?

- Thank you for expanding my knowledge and having more tools I can use in the work place.
- Love this program as it is well put together and each speaker is unique and high quality.
- I enjoyed all the instructors and the energy as well as the information they brought
- It was very interesting and beneficial.
- Great people, good food as well as useful content.