

Development opportunity

Learn from others: Shadowing

Shadowing an existing manager or deputy is a practical way for your emerging talent to observe and learn what their role covers.



How it develops talent

It can bring multiple benefits, including helping managers to identify if their emerging talent has the right aptitude and enthusiasm to continue the path to care management.

By offering shadowing opportunities, you can:

- provide realistic insights into care management
- enable staff to experience work outside their own roles and responsibilities
- help staff to decide if this is the right career progression for them
- allow existing managers and deputies to share their own expertise.

How to deliver it

- Discuss what your staff member wants to achieve from shadowing managers and deputies.
- Identify your most appropriate managers and deputies to place your emerging talent with.
- Let others know that the staff member is shadowing a colleague, including the people who need care and support.
- Provide opportunities for staff to reflect on their experiences of shadowing in their supervisions.
- Identify further shadowing opportunities.

For me, the transition into a deputy manager role was gradual as I was increasingly undertaking managerial tasks until ultimately my job title changed. The registered manager support I received enabled me to learn more about auditing, undertaking disciplinary procedures and staff appraisals.



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Go to www.skillsforcare.org.uk/developoptalent for more on 'Development opportunities'.