

Development opportunity

Take the lead: Supervise others

Supervision helps others to effectively progress, reflect on practice and feel comfortable in their work.



How it develops talent

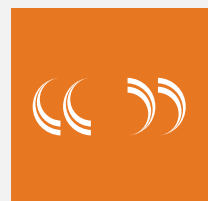
Supervision is something that managers and deputy managers regularly undertake, so providing emerging talent with the opportunity to supervise others is important. It can also help to:

- provide opportunities to practice or demonstrate management and leadership skills
- learn how to support others to personally develop and strengthen the quality of work
- build effective professional relationships.

How to deliver it

- If your emerging talent doesn't have any direct line management responsibilities, look at opportunities where the supervision of others could be appropriate (for example, supervising a new team member).
- Involve your existing managers in developing your emerging talent to successfully supervise others or consider enabling them to do a course.
- Use shadowing as a way for emerging talent to observe good supervision in action before someone starts to conduct supervisions on their own.

To prepare for the supervision I gathered the knowledge and evidence I needed. My preparation made me think about what sort of things I was going to say and what open questions I was going to ask to get the most out of the supervision. Clear communication and active listening skills were imperative in guaranteeing this supervision was effective.



Aspiring Manager, part of Skills for Care's Aspiring manager programme

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