

Supervisory Role Development Workshop

2024

Objective

Xenco has extensive experience in aiding businesses by providing them with strategic and tactical plans that foster effective communication and collaboration among teams.

Xenco was engaged by the client to aid the transition of young professionals into their first supervisory roles. The objective of the workshop was to:

- Identify potential challenges in the shift from individual contributor to leader.
- Clarify the distinctions between being a subject matter expert and an effective people leader.
- Equip participants with practical skills and techniques to navigate this transition successfully.

The Challenges

Our team identified various gaps within the leadership team, impacting the overall business performance. Some key challenges were:

- Participants had extensive training and experience in their respective technical fields, however they had limited exposure to leadership roles.
- Participants' expertise as technicians did not necessarily translate into the skills needed to lead teams effectively.
- Lack of experience amongst the team in leading others presented a significant hurdle, as the participants needed to understand and adapt to the nuances of managing people and fostering team cohesion.

AT A GLANCE

Challenges

- Gaps within the leadership team
- Lack of versatility in leadership skills
- Limited exposure to leadership roles
- Lack of experience in managing teams

Benefits

- Enhanced Leadership Skills
- Improved Team Management
- Increase Confidence and Competence
- Actionable roadmap for continued leadership development and success
- Guidance on overcoming common leadership challenges and pitfalls

Contact us

Xenco
Support@xencoservices.com
1300 936 261 | xencoservices.com

Xenco is a multi-disciplined, specialist service group that delivers executive and operational level support to businesses seeking significant improvements in productivity, efficiencies and company profitability.

Our Approach

The workshop employed by our team used a structured and interactive approach, focusing on practical leadership development. Key elements of the program included:



Comprehensive Feedback

Participants received comprehensive feedback on their leadership capabilities, helping them identify strengths and areas for improvement.



Transition Framework

The workshop emphasised the developmental phases of leadership, guiding participants through the shift from technical specialist to people leader.



Practical Exercises

Engaging activities and discussions provided hands-on experience in applying leadership concepts to real-world situations.



Actionable Roadmap

Participants were equipped with clear strategies and behaviours necessary for a successful leadership transition and roadmap for further improvements.

To address these challenges, the workshop used a structured approach with 360-degree feedback, helping participants assess their leadership strengths and areas for improvement. It focused on the developmental phases of leadership, guiding participants through the transition from technical experts to effective people leaders. This feedback-driven approach provided a clear roadmap for their leadership development and success in new roles.

Our Result

As a result of the leadership workshop, the participants:

- Gained a deeper understanding of essential leadership skills for supervisory roles.
- Acquired practical tools for transitioning from technical expert to team leader.
- Developed strategies for effective communication, decision-making, and conflict resolution.
- Learned to identify and avoid common leadership challenges and pitfalls.
- Increased confidence in leadership abilities and readiness to manage teams.
- Left with a clear action plan to apply new skills and insights into their roles.