



Employment Practices



ON-SITE TRAINING

Management Skills for Public Supervisors

This training is being offered in partnership with the Public Sector Consortium which is a non profit dedicated to working with citizens and leaders to reinvent the practice of public leadership for the public good. The Consortium achieves its purpose by providing access to the highest quality management and leadership behavioral learning that is tailored to public sector workplaces. **This is a 4-session series** conducted on four separate dates in Southborough MA. Attendance at all four sessions is required. Attendees will learn and practice the essential practices of supervision and long-term healthy relationships.

Who should attend?

Front Line Supervisors with 2-30 years experience responsible for the hiring, coaching, performance evaluations, progressive discipline, and removal of employees. Limited to **3 participants** per municipality

One core practice will be discussed at each session;

Preparation for each module will be approximately 60-to 90 minutes or less.

Session One

March 18 - 8:30 a.m. - 2:30 p.m.

Norms Giving Recognition, Listening, Delegation, Emotional Behavior
Lunch provided

Session Two

March 25 - 8:30 a.m. - 4:30 p.m.

Conducting a Hiring Interview
Lunch provided

Teaching a New Job and Setting Job Standards

DATE & TIMES

March 18, 2027

8:30 a.m.- 2:30 p.m.

Coffee available at 8:00 a.m.

March 25 , 2027

8:30 a.m.-4:30 p.m.

April 1, 2027

8:30 a.m.-4:30 p.m.

April 8, 2027

8:30 a.m.-12-15 p.m.

REGISTRATION FOR SERIES

LOCATION

Southborough Public Safety
Complex,
32 Cordaville Rd, Southborough MA
01772

PRESENTERS

Georgianna Bishop

Georgie is the President of the Public-Sector Consortium, a non-profit organization dedicated to working with leaders to "reinvent the practice of public leadership for the public good."

She spent 30 years at the US Environmental Protection Agency as the Director of Workforce Development and Workforce Planning. She was a founding member of the Public Sector Consortium in 2005.

Session Three

April 1 - 8:30 a.m. - 4:30 p.m.

Monitoring Job Progress and Conducting a Development Interview

Lunch provided

Building a Partnership with Your Supervisor

Session Four

April 8- 8:30 a.m -12:15 p.m.

Addressing Employee Performance Issues including progressive discipline and termination

Reward Credits:

Must attend all 4 sessions to receive credit of 1% Rewards credit under the Public Officials, School Board or Law Enforcement liability categories.

She has extensive experience in working with individuals and organizations designing learning programs, civic engagement meetings, behavioral curriculums for adult learners and organizational interventions for change.

[Click here for full bio](#)

Julia Ross

Julia Ross is a senior faculty member and curriculum designer for the Public Sector Consortium. Julia has been working in the field of organizational learning and systems change for over 30 years. She began her career at Innovation Associates and was a member of their Senior Leadership Team prior to joining their consulting practice.

[Click here for full bio](#)

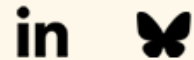
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