



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.

Participants of this 6 session series 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 2 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 12 - 8:30 a.m. - 3:00 p.m.

Norms Giving Recognition, Listening, Delegation, Emotional Behavior

Session Two

DATE & TIME

March 12, 19, 26

April 9, 16, 23

March 12

8:30 a.m. - 3:00 p.m.

All other sessions

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

Coffee available at 8:00 a.m.

LOCATION

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

REGISTER HERE



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.

She has extensive experience in working with individuals and organizations designing learning

March 19 - 8:30 a.m. - 12:30 p.m.
Conducting a Hiring Interview

Session Three

March 26 - 8:30 a.m. - 12:00 p.m.
Teaching a New Job and Setting Job Standards

Session Four

April 9 - 8:30 a.m. - 12:00 p.m.
Monitoring Job Progress and Conducting a Development Interview

Session Five

April 16 - 8:30 a.m. - 12:00 p.m.
Building a Partnership with Your Supervisor

Session Six

April 23 -- 8:30 a.m. - 12:00 p.m.
Addressing Employee Performance Issues including progressive discipline and termination

Reward Credits:

All 3.5 hr. trainings qualify the MIIA member for .5% MIIA Rewards credit under the Public Officials, School Board or Law Enforcement liability categories. Session one qualifies the MIIA member for 1% under these categories.

Accommodations:

Please contact [us](#)

programs, civic engagement meetings, behavioral curriculums for adult learners and organizational interventions for change. She conducted the ongoing leadership and management training for E.P.A. supervisors nationwide. She has successfully worked with senior executives to help them align their strategic plans with workforce development plans to achieve outcomes.

[Click here for 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. After leaving Innovation Associates in 1998, Julia founded Ross & Company, a firm specializing in organizational change and learning. The primary focus of her work today is building the capacity of individuals, teams, and multi-stakeholder groups in using a systems thinking approach in dealing with complex issues and creating sustainable results. She strives to make systems thinking easy to understand, accessible and directly applicable to organizational life. She has extensive experience training, coaching and consulting in both the public and private sector.

[Click here for bio](#)

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