

Supervision Training FAQ

Available Spring 2021

Contact: Aimee.Hodges@navigators.org for questions

What is the outcome of Supervision Training?

We want to see Navigator supervisors be **healthy** in soul, **equipped** for the work, and **hopeful** for the future.

Who is Supervision Training for?

- All Current and First-Time US Field Supervisors
- The training is designed for US field staff but available to anyone.

What is the format of Supervision Training?

Supervision Training was developed in 2017 and included four in-person pilot trainings. We have transitioned the training to only be available online.

What if someone went through one of the in-person trainings already?

- Everyone who attended the previous training will have access to the online content. If they want their Staff Training Report to reflect completing the training, they will need to check off each course. We encourage everyone to review the revised content so they are aware of what changes have been made for those they supervise.

What has changed?

- The content has been updated to align with our National Strategy and Desired Culture. The material has gone through a cross-cultural review process. We have included an emphasis on coaching skills and share multiple approaches to the content. We have also diversified the presenters and storytellers.

What is included in Supervision Training?

Supervision Training includes six online courses including Bible study, scenarios, teaching videos, articles, personal reflection and stories from Navigators. Completing the online content for each course should take less than four hours. Below are a couple sample videos from each course hyperlinked if you want to watch.

1. The Heart of Supervision

- a. [The Heart of a Supervisor Story \(Demitta Clausell-Reese\)](#)
- b. [Our Navigator Culture \(Alice Matagora\)](#)

2. Supervising with Emotional Intelligence

- a. [Self-Management \(Dave Sasaki\)](#)
- b. [Story: Part 1 \(Cotorey Seals and Stephanie Hobold\)](#)

3. Supervising Toward Blessing, Justice and Righteousness

- a. [Welcome and Introduction Video \(Mutua Mahiaini\)](#)

4. Depth and Span of Supervision

- a. [Importance of Supervisory One-To-Ones \(John Payton\)](#)
- b. [Helpful Suggestions for Resolving Conflict](#) (multiple staff)

5. Supervising with a Developmental Bias

- [Story: Jess Payton](#)
- [Principles of Supervising with a Developmental Bias \(Deborah Proctor\)](#)

6. Delegation and Feedback in Supervision

- [Effective Delegation \(Joe Ebu\)](#)
- [Roadblocks to Delegating \(Chelonda Marshall\)](#)

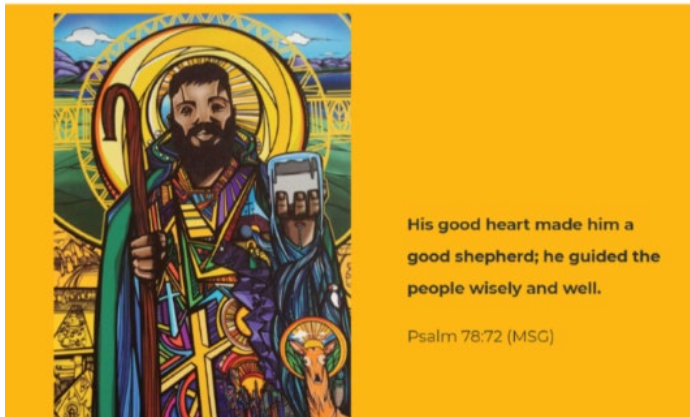
Administrative Resources Library (available on Nav Teams Supervision Training Space)

When can supervisors get started?

An announcement will go out in NavWeekly this spring with instructions on enrolling.

Below are a few screenshots of online modules:

In this lesson we will examine the heart of a leader by watching a series of videos and reflecting on their content.



Using your journal, record responses to the following questions.

- What are some highlights from this course?
- What are you learning about your supervision?
- What is the Lord stirring inside you?
- What do you want to remember from this course?

Which would you like to feel more of:

