



San Mateo County
Supervisor Tip Program

TIP OF THE WEEK

To Be an Effective Trainer

Use the full gambit of techniques for developing the skills of your team and team members

Workshop or classroom training is just one of many approaches you can use to develop the skills of your staff. In many organizations, it is relied on too heavily.

Review what you are now doing to help staff develop better or new skills for your staff's current work or next job. Consider using: one on one coaching; special or temporary assignment, including job rotation; taking your place as the supervisor; self-instruction learning; reading a relevant publication and presenting key points to the rest of the team; and being on a relevant committee.

Skill development approaches like learning itself need to be diversified to keep up the employee's interest and motivation.

THOUGHT OF THE WEEK

“We cannot become what we need to be by remaining what we are.”
Max De Pree



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