



AAIM
EMPLOYERS' ASSOCIATION

Your Role As A Supervisor

DIOSH Day 2017



Topics for Today

- Demonstrate an understanding of your organizational role as a leader.
- Explain Leadership Styles and Flexing
- Create a Productive Work Environment and Improvements



How diverse is your workplace?





Defining Successful Leadership



Privilege and Responsibility



Vision? Mission? Values?





What's the Difference?

- **Supervising** – Monitoring and overseeing the work of others
- **Managing** – Accomplishing results and objectives through others
- **Leading** – Guiding and influencing the behavior and attitudes of others

Leaders? Employees?





Leadership Styles Quiz





Autocratic

- Low Relationship/High Task
- Tends to focus on results/activities
- Runs a 'tight ship'
- Directs and controls
- Makes majority of decisions
- Doesn't ask for a lot of input from employees



Participative

- High Relationship/High Task
- Stays involved with work and teams
- “Hands on” approach
- Facilitates relationships/planning
- Gathers input before making decisions



Diplomatic

- High Relationship/Low Task
- Focuses on quality of work experience
- Concerned about team morale
- Solves problems and supports
- Asks for ideas
- Encourages others to make decisions



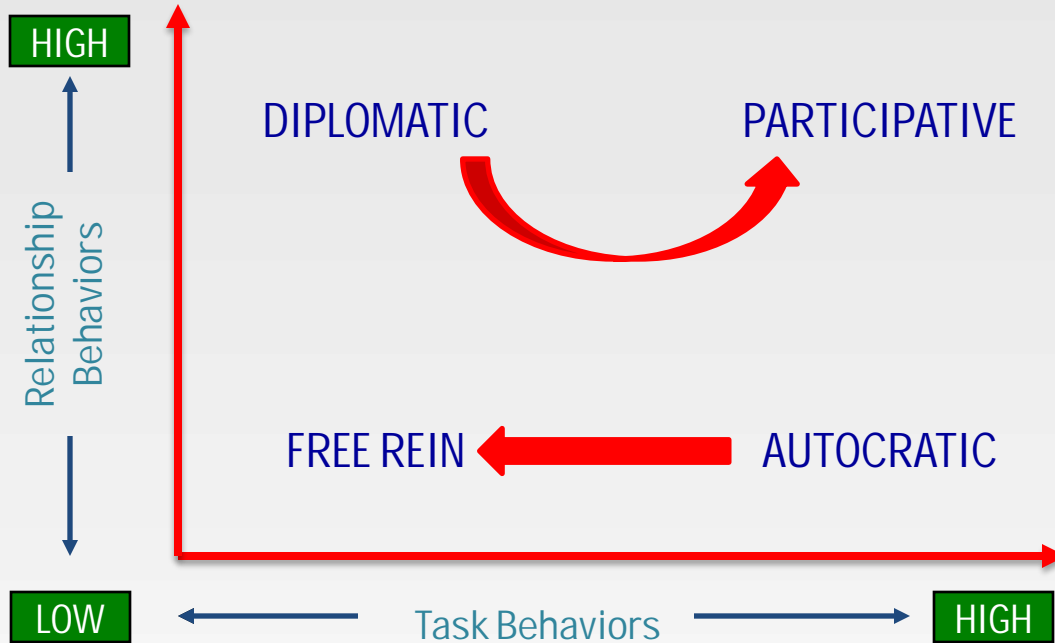


Free Rein

- Low Relationship/Low Task
- Takes a 'hands off' approach
- Delegates with maximum autonomy
- Leaves decisions up to others



Flexing Your Leadership Style



Creating A Positive Work Environment



Closing Thoughts!

