Workshop for Supervisors of Organizers

**AGENDA**

**Day 1**

8:45am  
Registration, Coffee and Rolls

9:00am  
Welcome and Introductions

9:30am  
Setting the Context for Supervision  
The big picture; what are the overall goals and what models do you have already in your head?

10:15am  
Break

10:30am  
Basic Principles of Supervision  
Supervision vs. coaching or advising or working with volunteers; some thoughts about what different staff need from their supervisor based on what they bring to the job.

Noon  
Lunch Break

1:00pm  
Keeping all the moving pieces together:  
An Introduction to the Midwest Academy Strategy Chart  
Using the chart to teach strategy, to help in setting priorities, and to keep staff focused in their work.

4:15pm  
Break
4:30pm  **Staff Development: Creating Great Organizers**
What do good organizers need in your organization, and how do you help them develop those qualities (strategy, relationship-building, etc.)

6:00pm  **Dinner on your own and Free Evening**

**Day 2**

9:00am  **Using the Strategy Chart for Training and Accountability**
Concrete ways to use the chart to plan and monitor work.

10:00am  **Developing Work Plans for Clarity and Accountability**
People won’t accomplish goals that are not clear, and you can’t hold them accountable if they didn’t know what was expected.

11:00am  **Break**

11:15am  **Supervising Organizational Development**
Often organizers get caught up in issue campaigns and working with leaders, and forget to build a strong organization. We look at how to make sure organizers are all building an organization using the right model (your organizational model).

12:30pm  **Lunch**

1:30pm  **Mapping Exercise**
From the Organizational Development session above.

2:15pm  **Debriefing the Exercise**

3:45pm  **Break**

4:00pm  **Courageous Conversations**
These are the hard conversations with staff that you tend to avoid. We discuss why and how to have them in a more timely way.
5:00pm  **Troubleshooting & Firing**
How to know when to fire, and how to follow the steps to fire and not create more problems.

6:30pm  Dinner

7:00pm  **Your Supervisory Issues (small groups)**
This gives people a time to work through problems they are having, and to get peer support and feedback.

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**Day 3**

9:00am  **Long-Term Movement Building: Staff Development & Sustainability**
Developing the organizers that the movement needs for the future! Thinking long term about the development of political skills and analysis and big picture thinking.

10:30am  Break

10:45am  **Taking It Home: Where To Start / First Steps**
Planning for how to use what you have learned: what should you do first?

12:15pm  Wrap-Up and Graduation

12:30pm  Departure