

Need a Training ?



DEZOOM
on all possible
solutions

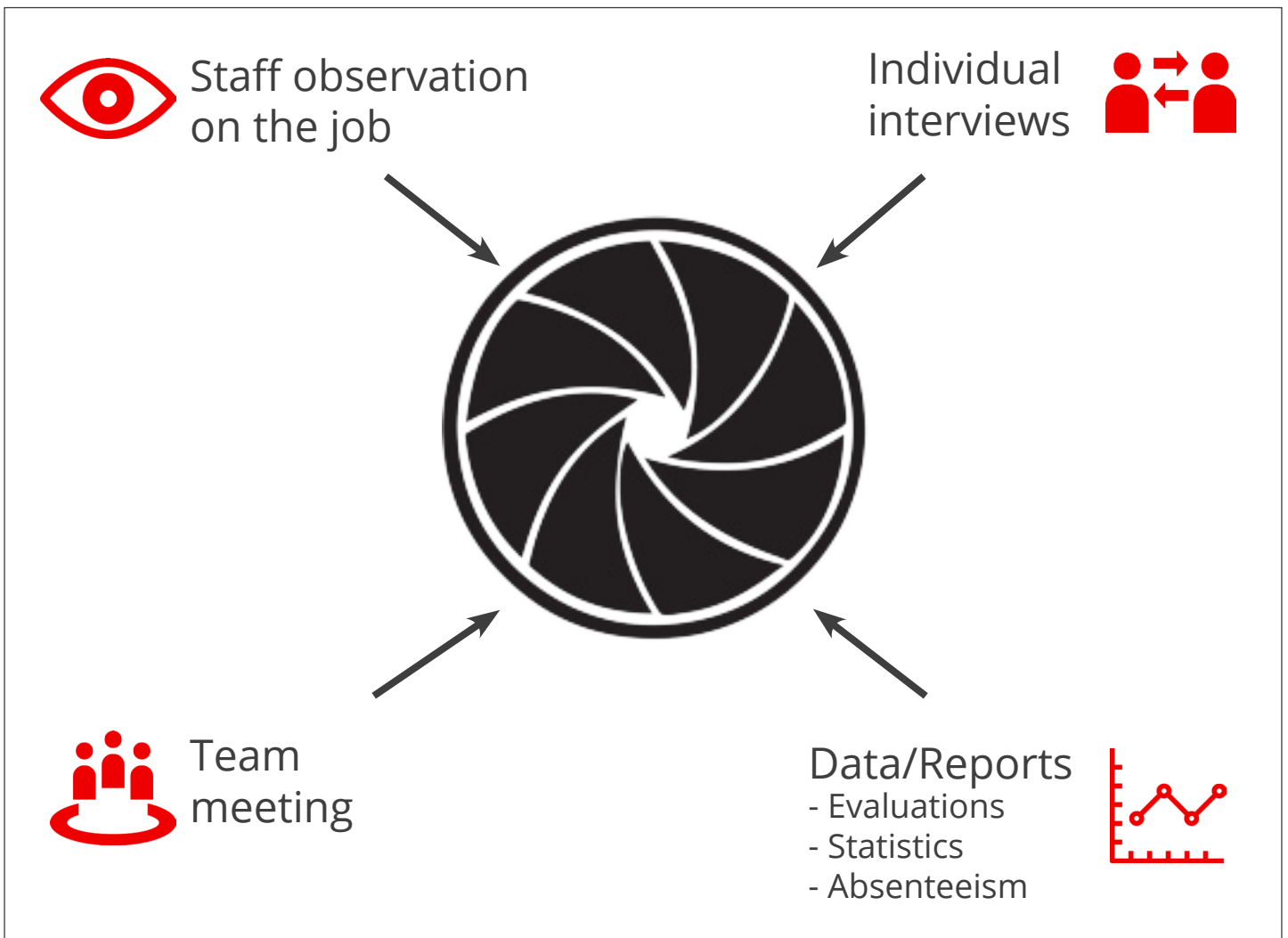
1

Zoom

on the situation

Your steps as a Supervisor

Analyse the situation



2

Focus on the gap

Range of potential **PROBLEMS** (amongst others...)



RECRUITMENT

- Lack of staff ?
- Inadequate profile ?
- ...



MANAGEMENT

- Roles & Responsibilities not clear ?
- Project objectives not reached ?
- Demotivation ?
- Absenteeism ?
- ...



INFORMATION

- Protocols / Guidelines Policies / Decisions / misunderstood ?
- ...



DEBATE

- Controversy of a project ?
- Questioning of a team ?
- ...



TEAM SPIRIT

- Lack of cohesion in the team ?
- Lack of sharing space ?
- ...



DEVELOPMENT

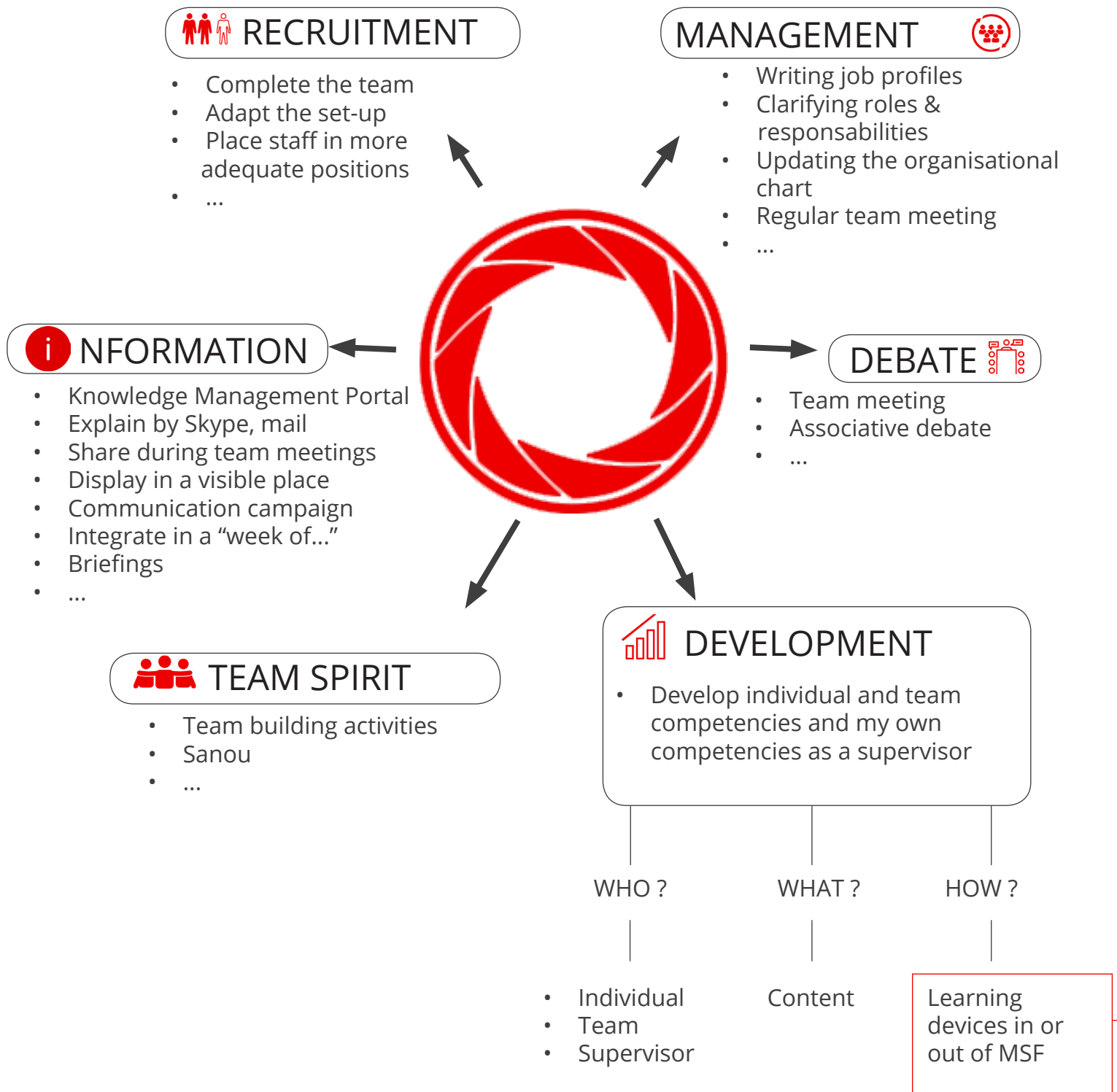
- Insufficient competencies of an individual, of the team, of me as a supervisor ?
- ...

3

Dezoom

to see more clearly the solution adapted to your situation

Possible Organisational SOLUTIONS (amongst others...)





Dezoom on possible **L&D SOLUTIONS**

(amongst others...) depending on the relevance of the approach & the preferred learning approach of each of us

WORKPLACE INTEGRATION OF LEARNING

- Formative supervision*
- Placement
- Modelling
- Job rotation
- Problem solving
- ...

LEARNING MOMENTUM

- Community of practice
- Collaborative platform
- Coaching
- Mentoring
- Tutoring
- ...

LEARNING EVENT

- F2F training
- Online training
(e-learning, m-learning)
- Blended learning
- Atelier
- Webinars
- MOOC (Massive Online Open Course)
- Serious Games
- Simulation
- ...

* Supervision focusing on learning