

Name: _____



Summary* of Direct Supervision of Roles and Responsibilities

Process:

- Individually self-assess each role by indicating your level of challenge/difficulty to be effective.
- Submit to Peter for background for executive coaching sessions.

	Level of Challenge					Level of Development D1, D2, D3, D4
	Very High - 5	High - 4	Moderate - 3	Somewhat - 2	Low - 1	
1. Supervising and Facilitating the Development and Training of Competent, however seemingly Not Committed Team Members (TM).						
2. Supervising and Facilitating the Development and Training of Committed and Motivated, however seemingly not Sufficiently Competent TM.						
3. Facilitating Effective and Timely Constructive Corrective Problem Solving and Decision Making, i.e. Development and Implementation of Team Members Performance Improvement Plans (PIP).						
4. Supervising and Facilitating Effective Planning and Person Centered Plan (PCP) Implementation.						



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5. Supervising and Facilitating Team Building and Conflict Resolution.						
6. Personally meeting one with one for approximately 15 minutes bi-weekly to identify, prevent and resolve team tension and performance issues and build trusting relationships.						
7. Supervising and Facilitating Personal Health Support, e.g. CCS Biomedical Comorbidities assessments and treatments.						
8. Mentoring as a result of a team member expressing a personal concern, possibly requiring EAP.						
9. Facilitating Advocacy for Others.						
10. Managing demands created by COVID (list).						
11.						
12.						