

Building Effective Organizational Relationships: A Supervisor's Rx Course

Build strong workplace relationships and leadership presence to improve teamwork, collaboration, and mission execution.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://sdfm.graduateschool.edu/courses/building-effective-organizational-relationships-a-supervisors-rx>



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Course Outline

Module 1: The Changing Organizational Culture in America's Workplace

- Examine the components of organizational culture and its impact on performance
- Understand demographic shifts and generational differences in today's workforce
- Identify workplace culture challenges and opportunities for supervisors
- Explore strategies to navigate and influence evolving organizational environments

Module 2: Self-Awareness and Personal Effectiveness

- Develop greater self-awareness and identify personal behavioral styles
- Learn about the Social Style Inventory and the impact of emotional intelligence
- Assess personal effectiveness through social and emotional competencies
- Practice adaptability, versatility, and authenticity to strengthen relationships

Module 3: Navigating Relationships at Work

- Build trust-based relationships with subordinates, peers, and superiors
- Understand and leverage the psychological contract in the workplace
- Foster psychological safety and employee engagement
- Apply the Value-Added Relationship Management (VARM) model

Module 4: Communication 3.0

- Refine communication skills with a focus on listening and feedback
- Recognize and overcome communication barriers in supervisory roles
- Use models like Shannon's Communication Process to enhance clarity
- Practice giving and receiving feedback to foster productive relationships