



## Supervisory Tools and Requisite Training (START)

President Nichols has charged Human Resources with designing a mandatory training program for all new University of Wyoming Supervisors. This new program, entitled Supervisory Tools and Requisite Training (START), is now ready to enroll its initial class.

The day long START program, which must be completed within the new supervisor's first thirty days in the position, and will draw on the expertise of subject matters experts in the HR office. It will address the philosophy of supervision, along with the application of federal and state statutes, performance management, staff employee relations (including corrective actions, grievances, retaliation, performance enhancements and difficult communications), and the New Hire Manager Checklist.

Our inaugural class will be held during the month of March, with additional classes scheduled on a just-in-time basis. In the coming days the HR Training Office will be reaching out to supervisors enrolling them in the upcoming course with the intention to gradually enroll and train all supervisors, regardless of their initial hire dates.

Once these individuals have completed their initial training they are encouraged to enroll into our next tier of training, the Supervisory Development Institute (SDI). The SDI was first delivered this past fall, and is held on a quarterly basis. The SDI is a more intensive and comprehensive set of classes over a period of several weeks. The Institute includes a deep dive into a variety of HR management topics, including workplace civility, employee motivation, conflict resolution, communication skills, diversity, team building and dysfunctions, building an inclusive workforce, and emotional intelligence.

Questions about either START or SDI can be addressed to Jesse Begin at 766-5484.

### Resources

- [HR Website](#)

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