

ARTICLE FOR XTRAMSN

SO NOW YOU ARE A SUPERVISOR!

Welcome to the world of Supervision, you are now in charge of the team of people that you used to work with.

You are going to find it tough to stay friends while you are the boss, and you are going to be the meat in the sandwich between the owner or senior management in the business or the workers and the team carrying out the work because you are going to be responsible for the performance.

The Supervisors role is not an easy one because you are responsible for quality, rules, policy and also responsible for wastage and lost time, all of which are seen as controlling, interfering, and perhaps of little benefit to the work team.

A good supervisor recognizes these issues and the fact that is you want to implement efficiencies you must first introduce standards and have the standards of performance simple to understand easy to implement and measurable so that the team of people that you are leading can measure themselves by the standards that have been agreed upon.

An example of this is if you are responsible for achieving a budget and you get 95% the standard was not reached so therefore the budget was not obtained, if on the other hand you got 102% you exceeded the budget and can celebrate.

One of the hardest tasks that a new supervisor has is trying to stay friends, if you set the standards then your team mates will allow you to be friends when you are socialising and the boss when you are at work, because they understand somebody has to lead the vision.

A good supervisor supplies that vision through the standards that they set and earns respect for keeping people focused on the achievement. It not about a bullying situation, it is not about being the most difficult leader that people have every come across, but it is about getting people to understand what is expected of them, the time zone that they need to achieve the tasks in and the controller of time wastage and cost wastage in materials and resources is important.

Perhaps one of the greatest tools available to a supervisor is the use of delegation, you delegate to those people who show skill at maintaining your existing standards, who show attitude and ability, but remember of course you are delegating the tasks to be done which is the authority you are not delegating your ultimate responsibility for achieving the results, you need to work with them to help them achieve it and quite often this is done be leaving them alone to do it, not micro managing closely supervising.

Everytime you delegate you challenge your team member to take on more responsibility and therefore learn more, become more confident, and easier to manage because you have given them more tasks.

Remember that respect and popularity are not the same thing, respect is earned from the clear communication, the methods and style of managing, the motivation that you give people and the clear direction.

Popularity is shouting a morning tea, shouting some drinks after work, being involved in the fun social side of life and is certainly a very enjoyable part of leading a team but it is not the best way to supervise people because you will end up with favourites and non favourites, squabbles and problems within your team.

Remember as a good supervisor you will look good if your people are performing the tasks above expectations, you will not look good if you are doing your peoples work for them.

Supervision that is planned, has direction, and focuses on clear communication when reporting above and also working with your team is an enjoyable task, it is fun to lead a group of people to be achieving better than what was previously thought possible.

Enjoy being a great Supervisor.

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