



Welcome and thanks for being here to learn more about what the Supervisors Circle is.

To answer that question, I've gone through so many iterations of that elevator pitch. Here is the latest version:

*The Supervisors Circle is a virtual community that provides you with the resources, connection, and support you need to become the thriving leader you know you can be*

Kind of pitchy, right?

It does capture the essence of what the Supervisors Circle is, but I know that no elevator pitch no matter how many iterations it has gone through can really prepare you for what something is going to be like. So let's try to give you a more in-depth understanding of what this community is, how it came to be, what's involved with it, and most importantly how it can benefit you.

That is the most important question, right?

The short answer on how it came to be was when I first became a supervisor years and years and years ago the fact that I was a supervisor was really incidental or at the very least was treated as incidental to what the other tasks of my job were.

As I was going through the interview process, when I was hired, when I went through orientation, it was always like an after the fact. *Oh, by the way, you have this staff. Oh, by the way, you're supervising these folks, too.*

That is how it was presented and that is how I received it. So when I first became a supervisor, I really didn't do much in terms of fulfilling that role and the expectations of it. The results of that were pretty immediate and pretty catastrophic.

After my staff resigned, after going through lots and lots of moments of self-doubt, I realized even way back then there's got to be a better way to do this. So I worked really hard to become a strong supervisor. I continue to put that work in, and some years ago I decided that I wanted to dedicate my time and energy to this work to providing that better way of making the transition for folks like you into management life much smoother, much more efficient, much more effective so that you can feel confident and competent in what you're doing so that your staff can feel supported and do their jobs well.

For the last few years how I've been doing that is live one-on-one support with individuals and organizations coming in doing trainings, doing coaching, doing retreats- all kinds of things that require me to be in front of you during a live session.

There's a lot of value in that kind of support and I continue to provide it.

But it's limited for you and it's limited for me because there is only so much time in the day and it involves a lot of logistics.



Schedules have to line up and then something might come around that we need to reschedule and that goes on the back burner.

I've spent the last couple of years thinking about how can I do this in a better way and how can I do this in a more accessible way both in terms of the price and in terms of the timing?

If you've worked in the nonprofit world, what most nonprofits do is they have a mission statement, which is sort of like that elevator pitch. It tells you what the organization does. It also has what's known as a vision statement. The vision statement is bigger and it's intended to be much more of a in a perfect world or if I have that magic wand. What would I want to ultimately be the outcome of this work?

I came up with a vision statement for this work and that is, *How can every new supervisor get the support and the resources they need as soon as they need it?*

What could that look like?

How does that happen?

Is it a book? Is it a curriculum? Is it a course?

I played around with all those things and then some and what I realized after lots and lots of conversations and research and feedback was that the resource part is really important.

When people first become managers, they need to know for example, I'm about to hire someone for the first time, what questions do I ask?

Or we're going through performance evaluations for the first time, what kind of form do I use?

Having those things readily available and accessible is invaluable. That is a big part of what the Supervisors Circle provides is those resources.

I also know that resources are not enough.

Becoming an effective supervisor is not just another skill. It's a combination of lots of different complex skills.

And here is the really tricky part.

There are a lot of things that you can learn and you can practice in the comfort and safety of your own space before putting that thing in front of other people.

Think of learning a language or a musical instrument or cooking a new dish. You can practice by yourself before you're in front of your audience.



Management does not work that way.

Everything you do as a manager, the first time you do it is going to be live. Yes, you can role play and yes, you can stand in front of a mirror, which I've done countless times. But it is just not the same.

The first time you have to give a presentation, the first time you have to run a meeting, the first time you have to give someone difficult feedback or even let them go, you're doing it not in the comfort of your own home. You are doing it live. And like most skills most of us are not very good at it in the beginning. It takes time to do it well, and we have to go through those early examples and situations in order to get better at it. It feels really uncomfortable particularly because in most cases you have become a supervisor because you are wonderful at what you do.

Chances are you have been doing wonderful things your whole life. This might be the first time you're really struggling professionally.

It does not feel good, does it?

Here is what sets the Supervisors Circle apart.

Yes, we have resources and they're great and there's a lot of other sites out there that have really great resources, too. The difference with the Supervisors Circle is it combines those resources with this really important part which is the connection, the community, and the support.

Because what happens with resources and with trainings is they provide you with really great information and then you put that thing in practice. Most of the time you're left on your own.

The real growth comes from what happens next.

After you take the training, after you go to the conference, after you watch the webinar and you put it in place, you need a space then to process, get feedback, and improve on what just happened. Unfortunately, we generally do not get that space. That is what the Supervisors Circle provides.

There's a forum where you can post questions and answer other people's questions anytime day or night to say help me with this or what did you do? I'm looking for this or I have to share this wonderful thing that just happened to me.

Leadership can be really lonely. I hear that from a lot of folks. Particularly, if you had a group of colleagues that you have now been promoted to supervise. That is a whole other layer of adjustment. But instead of having that peer group suddenly you're on your own.

That naturally feels really isolating.



Having a community of other supervisors to be able to reach out to and feel connected and get support and really importantly to remind yourself that you are not alone.

Anytime you post in that forum, am I the only one... the answer a hundred percent of the time is going to be no. But it can feel like you're all alone if you don't have that network to reach out to and share and connect and learn from and celebrate with.

In addition to that forum there's a section of the site that I adore called words of wisdom. It's supervisors like you or me like you and me or me who share their words of wisdom sometimes in the form of encouragement, sometimes in the form of a story, sometimes in the form of a mistake they've made and the lesson they learned along the way.

Some of the folks giving their words of wisdom have been supervising for a year, some have been supervising for 20 years. It's another opportunity to hear from other folks and to connect and to learn from one another.

Finally what separates the Supervisors Circle apart is that we do live trainings and coaching all within the site. It is not an additional cost. It is nothing else for you to sign up for. Every membership. You can get within the Supervisors Circle gives you access to everything within the Supervisors Circle.

When I landed on creating this platform, when this was the answer to how do I fulfill that Vision to get everybody immediate access to support and connection, one of the things I kept saying to my web developer was, I want people to get into the site and exhale. I want them to realize oh, this is what I have been looking for. This is what I have needed.

I don't want it to be a situation where you feel like you can't get access to things because it's an upcharge or you're constantly being sold to or you're constantly being told you have to buy something else. That does not feel very peaceful and comfortable. Once you are in, everything that is in there you have access to it. It is yours.

These trainings- which we know how expensive trainings can be. We know how expensive coaching can be- it's all part of it.

Consistently within the Supervisors Circle there's live group coaching. There are live troubleshooting sessions and there are live trainings.

This is intended to be a community, to be an ongoing space where you can come in for those resources that you might need in a pinch.

To connect with other folks, to continue your growth with training and coaching all in one.



I hope this answers better more in depth than an elevator pitch of what the Supervisors Circle is.

I hope that you'll give us a try.

There's a preview section where you can see a little bit of what it's like and I hope that you exhale. That when you join you say, this is exactly what I've been looking for.

The goal is that from the moment you know you are going to be a supervisor throughout your time as a supervisor that this is a space for you whether it's day one, day a hundred and one, day 1001 that this community is yours to come back to again and again to get that support, connection, and the resources you need to become the leader that you strive to be.

If you have any other questions, please reach out. I am happy to answer as best as I am able I'm happy to jump on a call with you. I am happy to help make this community accessible and valuable to you.

Thanks so much, and we will see you inside.