SQT

TRAINING THAT DEVELOPS
REAL CAPABILITY

Supervisory Management Skills

LPD012

Supervisory Management Skills

Effective frontline supervision is a critical capability, essential for achieving operational goals while simultaneously fostering a positive workplace culture. Strong supervisory practices not only drive higher productivity, engagement and retention but also act as a key differentiator in organisational performance and resilience. This programme equips learners with the skills to balance organisational objectives with the interpersonal capabilities needed to motivate, engage and lead teams.

Throughout this programme, learners immerse themselves in evidence-based supervisory practices, engaging in structured, hands-on exercises and analysing real-world case examples. This integrated approach enables each participant to build the competence and confidence required to lead their team with clarity and impact.

The programme can be tailored for In-Company delivery to address specific organisational structures, challenges and operational priorities.

Duration & Price

Duration: 2 days
Public Virtual Training: £555
Delivery mode: This programme is available In-Company, and via Public Virtual Training

Dates & Locations

Date	Venue	
02 & 09 Nov 2026	Virtual	Book Date

In-Company Training

Please contact us for more information on our In-Company training options

What's covered?

This interactive course blends theory with practice to develop confident, competent supervisors. An experiential learning approach is used, allowing learners to apply skills in realistic scenarios and receive constructive feedback. This ensures strong knowledge retention and workplace transfer.

Key topics include:

- Understanding the role and responsibilities of a supervisor
- Motivating and engaging individuals and teams
- Communication techniques that foster clarity and trust
- Managing employee performance and addressing non-compliance
- Escalating issues effectively and consistently
- Approaches to handling challenging situations and achieving positive outcomes
- Applying employment legislation and company policy appropriately
- Practising supervisory skills in a safe, feedback-rich environment

All topics focus on the direct, practical application of supervisory management principles, ensuring learners can immediately transfer skills to their workplace. The programme can be tailored for in-company delivery to address specific organisational structures, challenges and operational priorities.

Who should participate?

This programme is designed for supervisors at all stages of their career, whether newly appointed or seeking to enhance their existing skills.

Typical participants include:

- Shift Supervisors
- Team Leaders
- Department Coordinators
- Junior Managers

It is suitable for anyone responsible for guiding the work of others and contributing to the achievement of business goals.

English Language Competency
A good standard of written and spoken English is important to engage effectively with this programme.

What will I learn?

On successful completion of this course, learners will be able to:

- Define the key responsibilities and expectations of the supervisory role
- Apply strategies to motivate and engage teams effectively
- Communicate clearly to foster understanding and positive relationships
- Implement performance management processes and address non-compliance
- Escalate issues in a timely and consistent manner
- Apply employment legislation and company policy appropriately
- Handle challenging situations confidently to achieve mutually beneficial outcomes

Learners leave the course with practical tools that can be applied immediately in the workplace.

How do we train and support you?

We use a highly interactive, practical methodology rooted in experiential learning. This ensures that every learner has the opportunity to apply new techniques, receive feedback and reflect on personal development throughout the course.

Support elements include:

- Pre-training consultation for in-company courses to tailor content to learner and organisational needs
- Facilitated skills practice sessions recorded for feedback and individual reflection, allowing learners to experiment in a safe, supportive space
- Guided post-training reflective activities designed to embed learning, support behavioural change and identify future goals
- Optional personalised coaching sessions (either one-to-one or group-based)
- Optional DiSC profiling for self-awareness and team effectiveness
- Live training is available virtually or delivered onsite to suit the needs of the team

Class sizes are generally limited to 12 participants to support personalised learning and individual support.

How can you progress?

Learners who complete this programme may progress to advanced leadership and management courses, such as:

- Leading and Managing People - QQI Level 6
- Management & Executive Development
- Train the Trainer

These pathways enable continuous growth and career advancement.

Tutors

Gina Ryan
View Profile

What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on CourseCheck.com, an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.

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SQT TRAINING THAT DEVELOPS *REAL* CAPABILITY

SQT provide a unique combination of high quality, accredited, practical training delivered by leading industry experts and supported by the most up to date learning technology and tools

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- Lean Six Sigma
- Join our Lean Six Sigma Network
- Continual Process Improvement
- Project & Programme Management

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- Quality
- Environment & Energy Management
- Health & Safety
- Food Safety
- Life Sciences
- Laboratory
- Integrated Management Systems

LEADERSHIP & PERSONAL DEVELOPMENT

- Leadership & Personal Development
- Train the Trainer

QQI AWARD | IEMA APPROVED | CompEx Part of the JTL Group | FSPCA FOOD SAFETY PREVENTIVE CONTROLS ALLIANCE | CQI IRCA APPROVED TRAINING PARTNER | Chartered Institute of Environmental Health

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