

# From Coworker to Supervisor: Tips to transition effectively

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Pronouns: They/She

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# A Little About Me



Community Care is Sacred  
Diversity without Inclusion is  
Not Progress

Queer Indigenous Community  
Advocate

Nothing Changes when  
Nothing Changes

Implicit Bias, Connection and  
Leading within MH & BH  
communities

# Coworker to Supervisor

## What could be so difficult?

You're promoted!  
Now what?



Is it true people join  
good companies and  
leave bad managers?

My culture  
views  
leadership,  
management  
and supervision  
differently,  
what should I  
do?

## **So, you want to be an effective supervisor**



If you work in Behavioral Health, you know, there are a variety of personalities you will encounter and equally a variety of ways people view supervision and management.

You showing up today means you take initiative to ensure you increase your toolbelt, which is step one to being an effective supervisor!

# What's your vision?



Take a moment to write down a declaration of your goals, values and aspirations.

What type of relationships do you hope to develop with your staff and team members?

What kind of environment do you hope to create?

What does ideal interpersonal communication look like with your team?

# Let's get communicating!

Before you plan individual meetings with staff, reflect on:

What is your communication style?

How do you provide feedback?

How do you like to receive feedback?

What is your comfort with conflict resolution?



# **It's common sense, so why don't they do what I did?**

Common sense is not all that common, because our worldviews are so different!

And our baseline of understanding is different based on our environment, culture, family of origin and our exposure to behavioral health, mental health, community health care and leadership.

Bias can have a real impact on how we define our possibilities and those of others.

As a leader, do you know what your bias may be around collaboration, gender in the workplace and even how you view go-getters versus those who want the work to speak for itself?

# Staff development

My staff want to grow and explore promotion opportunities, does this really need to involve me?

You have a lot on your plate.

You manage administrative tasks, processes to structure and practice implementation.

Where does staff development fit in?

Reflect on your review & supervision process: How frequently do you provide supervision? Is staff growth, development and a goal included? Maybe it should be!

How can you incorporate these in the supervision you are already providing to staff?



# **My Mission**

Am I providing information for my own needs or to help staff?  
What type of environment will I support or create that allows  
for growth & development?

Am I willing and able to collaborate with  
How will I encourage cultural humility, promote learning and  
understanding of different cultural worldviews?

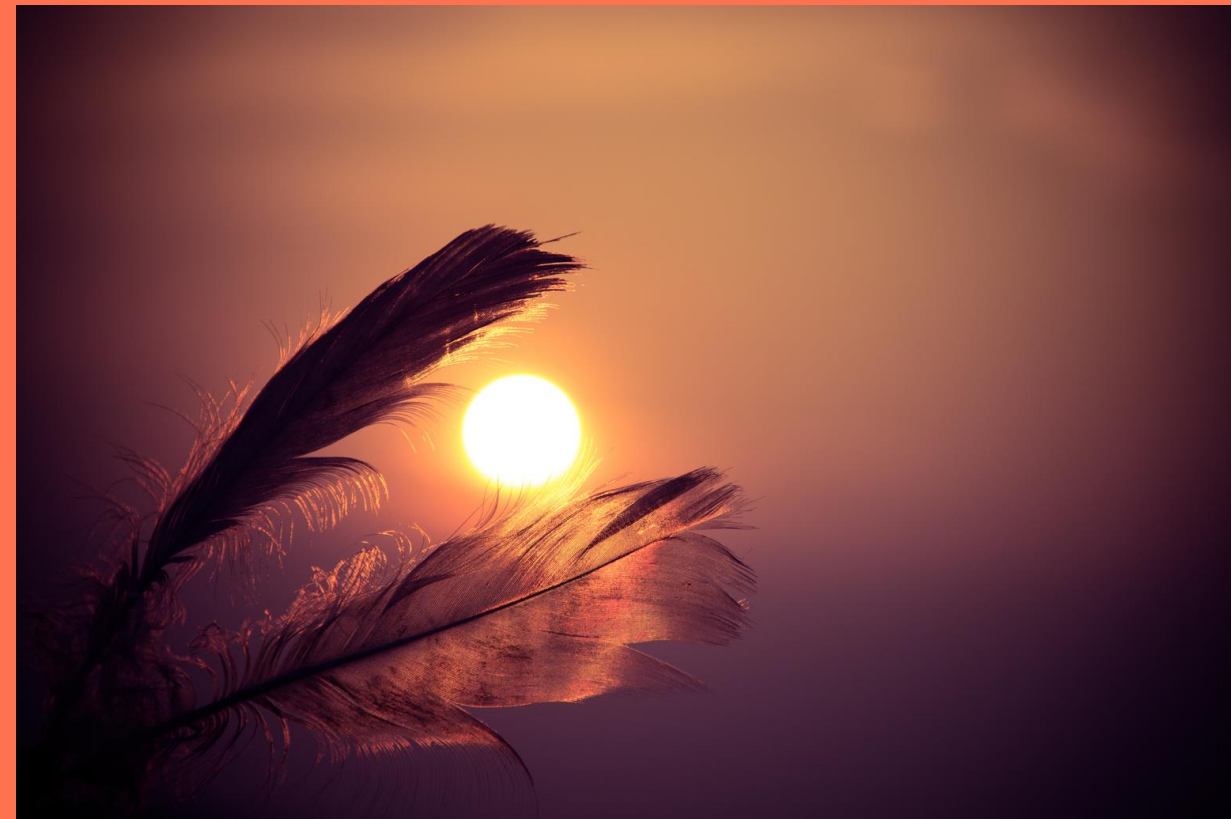
# Moving ahead with Intention

Consider your next steps and how to continue your engagement with your staff, fellow managers & supervisors and with your direct supervisor.



**“Silence is a gift of wisdom often used by those who have learned that listening is more powerful than speaking”.**

**Wayne William Snellgrove – Fishing Lake First Nation**



# Further learning

**Bramlett, C. (2018). *Servant leadership roadmap: Master the 12 core competencies of management success with leadership qualities and interpersonal skills.* Create Space.**

**Fuller, P., Murphy, M. W., & Chow, A. (2023). *The leader's Guide to Unconscious Bias: How to reframe bias, cultivate connection, and create high-performing teams.* Pp. 4-5. Simon & Schuster paperbacks.**

**Snellgrove, W.W. (2019). *Daily Medicine: 366 Days of Spiritual Meditations.* Pp.111. Blue Fortune Enterprises.**

**<https://www.cultureamp.com/blog/biggest-lie-people-quit-bosses>**

**<https://enhance.training/7-actions-to-manage-your-peers-after-promotion-tm0189/>**

**<https://www.business2community.com/human-resources/promotion-manager-director-jump-difficult-01847253>**

**<https://corporatedrama.co.uk/the-peter-principle-so-relevant-today/>**

# Thank you!



Begin the day with a fresh perspective.  
Let's make today amazing together.

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