

## PROFESSIONAL DEVELOPMENT PROGRAMS

**APRIL 29, 2014**  
**8:30 AM–4:30 PM**

# GOING FROM PEER TO SUPERVISOR

Dr. Andy Zavakos will facilitate this high-energy, interactive workshop that guides participants through the transformation from individual contributor to leader. Through small group exercises, group discussion and role playing, we will explore the strategies, behaviors and critical interactions that help assure an easier transition through this essential rite of passage for those who want to advance into management.

## THIS PROGRAM WILL HELP LEADERS:

- Do a gap analysis on your supervisory and change management styles.
- Plan how to use supervisory best practices and explore how to “re-engineer” relationships as you transition to supervisor.
- Discuss the legal implications of being a supervisor.



**Deb Graham**

*Deb Graham understands human behavior and its implications for accelerating business change. She translates strategy into action and finds using a strong understanding of change management principles assures the success of important business initiatives. As a seasoned organization effectiveness professional, Graham has worked as a business leader and a consultant with leaders across the globe to custom design and deliver leadership programs.*

*Graham earned a master's degree in organization development from Pepperdine University and holds certificates from Fielding Graduate University in coaching and the University of Southern California in organization design, Lominger competencies, and Hogan, MBTI and Insight assessments.*