

Shifting The Tone

Programme Overview

<h3>Summary</h3>	<p>This interactive workshop recognises that Shift Signal Managers have the responsibility of supervising Signallers on a shift without having received any formal “people skills” development. The purpose of the two-day event will be to utilise the skills that the SSM’s have acquired around supervising the signallers and will allow opportunities for self-reflection, honest open conversations, and debate in a safe space. As well as giving the skills knowledge and attitude required to have conversations with signallers that will “deliver a positive culture” in their Ops environment.</p>
<h3>Style and Approach</h3>	<p>A mixture of breakouts/groups, practice , observation and action planning.</p>
<h3>Programme Structure</h3>	<p>Two Days</p>
<h3>Audience</h3>	<p>Shift Signal Managers</p>
<h3>Group size</h3>	<p>18 Participants</p>

Programme Overview

Programme Benefits

- The opportunity to practice & observe behaviour and to reflect as a group of SSM's on the most effective way forward
- Practical links to relevant people management tools/techniques, skills practice sessions, and an exploration of a tribunal case study
- A safe environment to share your own thoughts and experiences
- An opportunity to listen, and to and share ideas with other SSM's
- To add to your own supervisory "tool kit" by practicing other behavioural approaches

Outcomes

Having attended this course, you will be able to:

- To define what people related skills and attributes are required to be a successful SSM
- Engage more confidently in conversations around behaviours
- Practice using a behavioural framework to have challenging conversations
- To understand the consequences of not appropriately supervising the Signaller's behaviours throughout the shift
- Create a personal action plan

How to Apply:

You can self-nominate via Oracle.