

# Strengthening Supervisory Skills (SSS) Program

## **Target Audience**

Consultants at all levels working as supervisors.

## **Overview**

The Postgraduate Medical Council of Victoria (PMCV) has recently introduced a new education program for consultants, the Strengthening Supervisory Skills (SSS) Program. The SSS program was developed in response to calls from consultants for a program to support their professional development needs..

The program consists of three modules.

## Module 1: Being Self-aware

Being self-aware allows you to understand other people, how they perceive you, your attitude and your responses to them in the moment. Self-awareness is associated with higher levels of job satisfaction, being able to manage your emotions better, and being a more effective teacher and leader. The focus of the module is on gaining personal mastery of strengths and developmental needs and includes activities for:

- Establishing and shaping identity
- Understanding personal preferences and impact on behaviour – using the Myers Briggs Type Indicator (MBTI) as a developmental tool.

## Module 2: Performance Improvement vs Bullying

Supervisors have reported feeling under-prepared to provide negative feedback to assist performance improvement of junior doctors, especially in the current climate where there is a greater awareness of workplace bullying.

This module will assist you to:

- Understand the characteristics that differentiate performance management from bullying behaviour
- Identify strategies to address difficult performance management situations
- Identify common performance management traps and ways to avoid them
- Formulate plans to improve under performance of junior doctors that you supervise
- Manage documentation requirements associated with performance management

## Module 3: Understanding & Developing Emotional Intelligence

Emotional Intelligence (EI) is a set of skills that help us better perceive, understand and manage emotions in ourselves and in others. Collectively they help us make intelligent responses to, and use of, emotions. Emotional Intelligence skills are important in determining success in work and in life.

The focus of the module is on the six EI skills:

- Self-awareness
- Awareness of others
- Authenticity
- Emotional reasoning
- Self-management
- Positive influence



Next workshop: Saturday 9 May 2020

Time: 8.30am - 3.30pm

Venue: PMCV, L8/533 Little Lonsdale Street.

Cost: \$490 (includes workshop, resources, and catering)

To register: [www.pmcv.com.au/education/strengthening-supervisory-skills-program](http://www.pmcv.com.au/education/strengthening-supervisory-skills-program)

**Postgraduate Medical Council of Victoria Inc.**

**ABN: 11 296 600 377**