

Note to Learner: The Institute for the Advancement of Family Support Professionals (IAFSP) encourages you to complete the training and activities with the support of your supervisor, a peer or a technical assistance consultant. The notes below will guide you in preparing to take the training, following up with your support person after the training and supporting transfer of learning into daily practice.

Ongoing: View the Professional Development Program and each training module as an investment in skills and knowledge to help improve home visitor effectiveness.

Before the training:

- Learner and support person review course objectives and family support professional competencies
- Learner rates knowledge of learning objectives

During the training, the learner:

- Completes activities
- Reflects on own response
- Identifies questions and concerns
- Prints Reflective Responses to share with support person
- Completes post-training evaluation

After the training:

- Learner:
 - Rates knowledge of learning objectives
 - Completes post-training activities, as required
 - Develops an action plan for applying skills and knowledge in daily practice
 - Meets with support person to:
 - Review pre- and post-training activities
 - Discuss reflections, questions, and concerns
 - Review action plan for applying skills and knowledge in daily practice
 - Assess personal learning goals, transfer of learning, and action plan over time

This 120-minute online module, *Leading and Nurturing the Family Support Professional*, aims to invigorate or reinvigorate the family support supervisor and to inspire him/her to become a better leader. Supervisors will learn strategies to balance the many tasks that come with their role and help them prioritize those tasks so that he/she may provide leadership instead of just management.

NATIONAL FAMILY SUPPORT SUPERVISOR COMPETENCIES

Domain 6: Effective Work Environment

Dimension 16: Strength-based, reflective supervision

Component a: Reflective practice

Component b: Service planning

Component c: Values, principles and standards

Dimension 18: Staff Development

Component d: Staff recruitment and development

Domain 7: Leadership

Dimension 20: Professional development

Component d: Motivation and talent development

Dimension 22: Administration

Component a: Organizational knowledge

Component b: Building support

Component c: Planning and organizing

BEFORE THE TRAINING

Rate Your Knowledge (Scale of 0 to 5, 0 = no knowledge, 5 = significant knowledge)

Learning Objective	Before the Training	After the Training
Better promote their organization’s mission in the community by discovering, or rediscovering, their passion for family support work.		
Utilize the concept of the “golden circle” to reframe the program in terms of “why” rather than the “what” and the “how.”		
Apply what Tony Robbins refers to as the “3 Decisions of Destiny.”		
Apply Tony Robbins’ “6 needs” for human beings to their personal leadership style.		
Understand what truly motivates people and explore how to use this new knowledge with staff.		
Develop hiring practices that identify the most qualified staff.		
Generate a “work design” process that benefits both the program and the employees.		
Learn how to use strength-based, reflective supervision in a way that will help staff improve services to families.		
Become more comfortable leading through the change that is inevitable in family support work.		

My personal learning goals for this training are:

1. _____
2. _____
3. _____

AFTER THE TRAINING

Reflections on what I learned:

Questions and concerns I identified:

Action Plan: (Each learner’s plan will be unique. To get you started, some ideas are listed below.) As a result of this training, I will...

- Develop my “elevator speech” and practice it routinely.
- Examine my leadership practices. Am I a leader or just a manager? If I need to improve my practice, talk with my supervisor, a peer or a technical assistance provider.
- Review the current family support professional job description. Is it accurate and current? Update as needed.
- Consider my skill as a reflective supervision provider. Do I need to seek out support and/or professional development to improve my skills?

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED