Moving from Peer to Manager

When you are a peer and have a good relationship with your co-workers, everything can move along and peak performance can be attained. However, when one peer gets tapped to be the manager or supervisor, all relationships must change. Ken Blanchard, author of the One Minute Manager, states, “when one person in a team changes, the entire team starts the process of team development from the beginning.” Transitions like this are challenging in ideal situations, but making changes within reporting relationships, even when the change is anticipated, can test some individual's flexibility beyond reason. Participants will learn about the process of moving from peer to manager and what they and their manager can do to mitigate the possible fall out of change. We will discuss best practices and the skills that get called on during times of transition. Participants who are anticipating a transition into a management role within the next year, as well as those managers and supervisors who have already transitioned within the past year would benefit from taking this course, especially those who want to reflect on what didn’t work so well and make some necessary changes.

SPA Hiring: From Posting Thru Probation

A hands-on, interactive program for managers on understanding the policies and procedures for hiring permanent SPA employees, including posting requirements, targeted recruitment, screening applications, candidate interviews, final selection, salary offers, criminal conviction and reference checks, credentials verification, and probationary periods.

Stress Management

Life is full of stressful events which can lead to headaches, sleep disturbances, anxiety, and high blood pressure. Stress management trains you how to relax and stay focused on healthy responses. You will be introduced to various practices of mind-body awareness such as noticing your thoughts without judgment, labeling of feelings, dealing with emotions and aggressive behaviors, and gentle stretching for home and office.