

Your Role as a Supervisor



Mary Kummer
Member Services Manager
PRIMA Board Member





SUPER SUPERVISOR

The Doer Trap





The Agonizer Trap

The Napoleon Trap



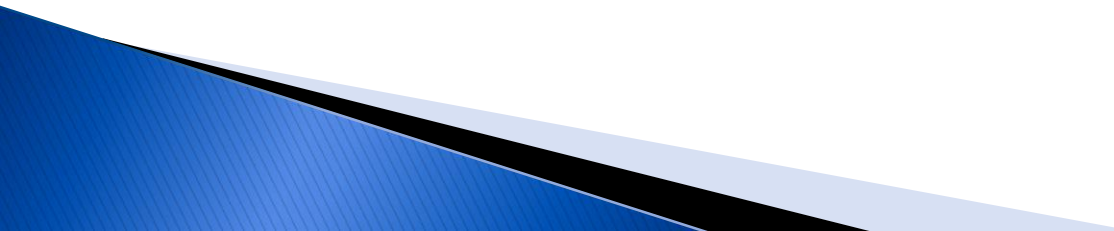


The Everybody's Friend Trap

i-Clicker



As a supervisor, which trap catches you?

- a) The Do-er trap
 - b) The Agonizer trap
 - c) The Napoleon Trap
 - d) The Everybody's Friend Trap
 - e) None of the above
- 

DANGER

THIN ICE

A red flag is waving against a blue sky with white clouds. The flag is attached to a silver pole on the left side. The text "Red Flags for Supervisors!" is overlaid in white on the red flag.

Red Flags for Supervisors!



ICRMP

Member Owned, Member Driven



LEAD BY
EXAMPLE



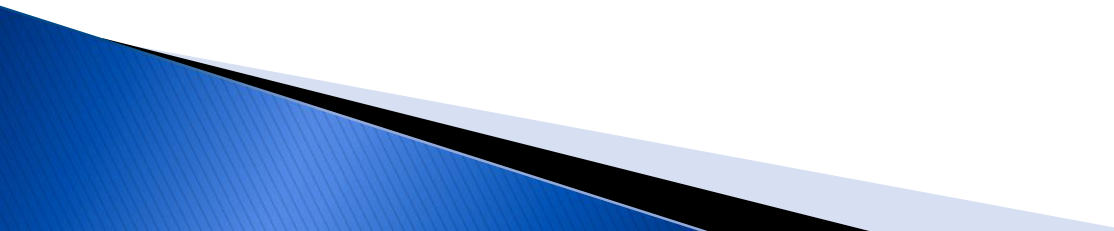
Supervising is:

- a) A process
- b) An event
- c) Both a and b
- d) None of the above

Supervising is:

- a) **A process**
- b) An event
- c) Both a and b
- d) None of the above

Does your agency have a Personnel Policy?

- a) Yes
 - b) No
 - c) I don't know
- 

Follow Your Policy

Personnel Policy

Idaho Code

C. VETERAN'S PREFERENCE

[River City] will accord a preference to employment of veterans of the U.S. Armed Services in accord with provisions of Idaho Code Title 65, Chapter 5 or its successor. In the event of equal qualifications for an available position, a veteran or family member who qualifies for preference pursuant to Idaho Code § 65-503, or its successor will be employed. Under certain circumstances, the widow, widower, spouse, or parent of a veteran may also be entitled to veteran's preference pursuant to Idaho Code § 65-503.

D. NEPOTISM / HIRING OF RELATIVES

No person shall be employed by [River City] when said employment would result in a violation of provisions found in Idaho Code, including but not limited to I.C. § 59-701 et seq., I.C. § 18-1359 and their successors. Any such appointment made in violation of these sections may be void. The appointment or employment of the following persons is prohibited:

1. No person related to the Mayor or a City Councilmember by blood or marriage within the second degree shall be appointed to any office.
2. No public servant, including elected officials and employees, shall appoint or vote for the appointment of any person related to him/her by blood or marriage within the second degree to any office, position, employment or duty.

An employee whose relative is subsequently elected may be eligible for his/her position and pay increases as allowed in Idaho Code.

E. PREFERENCE FOR HIRING FROM WITHIN

Qualified individuals who are given preference over outside applicants may be selected for hire in the following procedure:

A vibrant red flag is shown waving against a bright blue sky filled with soft, white clouds. The flag is attached to a silver pole on the left side of the frame. The text "Red Flags for Supervisors!" is overlaid in the center of the flag in a clean, white, sans-serif font.

Red Flags for Supervisors!

How can you
LEAD your team
BETTER?



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