



Talent Development 15 Coaching Supervisors

by Bob Whipple, MBA, CPTD

Section 2.7 in the CPTD Certification program for ATD is **Coaching**. Section B reads, “Skill in coaching supervisors and managers on methods and approaches for supporting employee development.”

I have always had a keen interest in coaching of supervisors and managers. I believe their role is pivotal, and their situation is often challenging. Throughout my career, I spent roughly 40% of my time actually working with supervisors in groups and individually to develop and sharpen their skills.

From 2016 to 2018 I wrote a series of 100 blog articles specifically aimed at creating more successful supervisors. I am sharing an index of the entire program here so you can view the topics covered. The index has a link to each article on my blog in case you may be interested in certain topics.

You may wish to select articles at random or as a function of your interest, or an alternative would be to view one article a day for 100 days. You could use the series as a training program for supervisors.

In that case, I recommend having periodic review sessions to have open discussion on the points that are made. There will likely be counter points to some of my ideas that apply to your situation.

Most of this series deals with the development of the supervisors themselves, but many of the articles deal with supervisors supporting employee development. For example article 78 deals with the topic directly. I have put the numbers of articles that deal with employee development in **bold type** so they stand out.

Successful Supervisor Series

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93. [**Creating Your Own Development Plan**](#)
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Bob Whipple, MBA, CPTD, is a consultant, trainer, speaker, and author in the areas of leadership and trust. He is the author of: *The Trust Factor: Advanced Leadership for Professionals*, *Understanding E-Body Language: Building Trust Online*, *Leading with Trust is Like Sailing Downwind*, and *Trust in Transition: Navigating Organizational Change*. Bob has many years as a senior executive with a Fortune 500 Company and with non-profit organizations.

