

FAQ about the new Fundamental Supervisory Practices (FSP) course

I was looking for the Effective Supervisory Management Program (ESMP) and was directed to the new Fundamental Supervisory Practices course page. Where did ESMP go?

The original Effective Supervisory Management Program was created more than 30 years ago at the (then) Institute of Government. Although the content of the week-long program has been adjusted periodically over the years, we recognized--and client feedback confirmed--that the curriculum would benefit from a major upgrade to reflect the knowledge and skills most needed by today's local government supervisors.

Our extensive re-evaluation and redesign project has resulted in two new courses to replace the former ESMP: Fundamental Supervisory Practices and Advanced Supervisory Practices. The first Fundamental Supervisory Practices course will be held online in Aug. 2020 and the course will continue to be offered periodically through the rest of 2020 and beyond. The Advanced Supervisory Practices course will be offered for the first time later in 2021 (dates TBD).

What are the major differences between the new Fundamental Supervisory Practices course and the previous Effective Supervisory Management Program?

The primary difference is that Fundamental Supervisory Practices more clearly focuses on equipping supervisors with the core knowledge and skills they need to succeed as they move into this new role. For example, this new course includes a section on "Moving from Buddy to Boss," which is one of the most common challenges faced by new supervisors who are promoted from within. There is also a new self-assessment instrument (the True Tilt Personality Profile) that helps participants learn more about themselves and their relationships with others.

Many of the things that participants valued and appreciated about ESMP will be part of this new course as well, including small group practice, peer support, and a focus on real-life practical application of what you're learning. So, if you were looking forward to taking ESMP, don't worry—we think this new class will meet and exceed your expectations!

How will the Aug. 2020 online course be structured?

The online content will be delivered in nine 3-hour time blocks from 9 am-noon each day. There will be a one-week break between Day 5 and Day 6 to allow participants time to focus on other work and apply learnings between training sessions. Participants will be highly engaged with each other and the instructors in both large and small group sessions and have opportunities to

practice skills learned in class. Participants should plan on spending an additional 15 minutes per day outside of class on pre-class assignments or readings.

What technology is needed to participate in the online class?

The only things you will need are a computer and WiFi connection, and the course will use the Zoom platform. Once you are registered, the program manager will give you detailed instructions on how to download Zoom and offer trouble-shooting tips and support in case you have any questions or issues.

What preparation is needed for the Fundamental Supervisory Practices course?

Prior to the course, you will complete a brief online assessment called the True Tilt Personality Profile. You will use the results of this assessment in several sessions during the course to help you understand your character strengths, your preferences, and the ways you build relationships with others.

Each session will purposefully and thoughtfully engage participants in discussion and use a variety of learning formats. Be prepared to bring your supervisory challenges and questions to class.

What's the price for Fundamental Supervisory Practices?

The regular price for this week-long course is \$1600, which includes all instruction, materials, the True Tilt Personality Profile assessment, and the customized report with your True Tilt results. For the August 2020 pilot of this new course, we are offering a **25% discount** so the course fee will be **\$1200**. And since it is online, there will be no travel, lodging, or meal expenses associated with the course, which are often the biggest expenses when attending training.

Are there scholarships available for this course?

Local Government Federal Credit Union (LGFCU) offers scholarships to local government employees to apply toward tuition for conferences, classes, and seminars offered by the School of Government. There are four deadlines to submit applications:

- March 1 (for courses starting between April 1 and June 30)
- June 1 (for courses starting between July 1 and September 30)

- September 1 (for courses starting between October 1 and December 31)
- December 1 (for courses starting between January 1 and March 31)

[Visit the LGFCU website for more information and to submit an application.](#)

The Effective Supervisory Management Program (ESMP) was one of the core courses in the NC Local Governmental Finance Officers Certification Program. Will the new Fundamental Supervisory Practices course now replace ESMP as the required course for the Finance Officers certification?

Yes, the Fundamental Supervisory Practices course will now be a core course for the NC Finance Officers Certification Program and will replace ESMP. Peg Carlson is the School of Government faculty lead for FSP (and previously for ESMP) and works closely with the certification administrator, Greg Allison, to ensure that the certification exam questions align with the material covered in the course.

What if I already took ESMP but have not yet taken the Finance Officers Certification Exam? Do I have to take the new course too?

If you have already taken ESMP as part of your preparation for the NC Finance Officers Certification Exam, you do not need to take the new FSP course as well. During this transition time while ESMP is being phased out and FSP is phased in, Peg Carlson is working closely with the certification administrator, Greg Allison, to ensure that the exam questions reflect the subject matter covered by either course.

Can you come to my jurisdiction to offer this class?

Yes! We have several program facilitators who are trained and ready to bring this program content to individual jurisdictions, and there are many different options for how material can be delivered. Please contact [Lydian Altman](#) to discuss your specific situation.

For more information and to answer any other questions about Fundamental Supervisory Practices, please contact faculty lead [Peg Carlson](#) or program manager [Susan Jensen](#).