

# VOCATIONAL REHABILITATION Supervisor Academy

Increasing Knowledge & Skills for Change Management  
Developing Individuals, Teams & Key Relationships in VR Agencies

## Winter 2020

**SESSION 1, January 16, 2020:** 90-Minute Online Session

**SESSION 2, February 4-6, 2020:** 3-Day Face to Face Session, San Antonio

**SESSION 3, TBD:** 2-Hour Small Group Online Session

*The VR Supervisor is the keeper of agency culture, translator of legal mandates and decisions of upper management and the representative to the customer and frontline staff. With much influence and pressure, the VR Supervisor is accountable for outcomes that drive the future of the agency, playing a critical role in developing and informing leaders and building the capacity of the organization as they face significant change.*

*\$1600 registration fee includes three sessions, as well as all resource materials for the program. Participants will be responsible for travel costs associated with the face to face session.*

**Follow this link to register:** <http://bit.ly/WntrVRSA>  
**Questions? Contact Laurie Ford at [lhf4@uw.edu](mailto:lhf4@uw.edu)**



### *The VR Supervisor Academy (VRSA)*

**Session 1: What's it All About? VR Supervision in a Rapidly Changing Environment**—A webinar to establish expectations and guide the learning experience. In this session, participants will meet the others in the cohort, share their notable accomplishments and identify their greatest challenges.

**Session 2: Managing the Individual, the Team and the Agency Environment**—A three-day face-to-face session that provides an experiential learning opportunity. The content will include limited lectures, group activities and simulated learning experiences. Participants will work in small groups to practice skills and develop strategies to solve their individual challenges within the context of WIOA.

**Session 3: How's it Working for You? VR Supervision in the Real World**—A small group on-line debrief of action plans developed during the face-to-face sessions will wrap up the VRSA. These sessions focus on lessons learned in the implementation of identified strategies for individual challenges in working with individuals, teams and the larger agency and partners.

**Ms. Jeanne Miller**



**Ms. Laurie Ford**



**Ms. Eva De Leon**



**VRSA  
Faculty**

VRSA instructors and mentors each have more than **20** years of experience in VR management, systems change, strategic leadership development, technical assistance and innovative service delivery initiatives.

# Comments from Previous National VRSA Participants

"The VRS Academy was a great educational and networking experience. I really enjoyed it! I hope everyone is recharged with a positive mindset to continue assisting individuals with disabilities from our different leadership roles so that they can have productive and successful lives. Thanks to Jeanne, Laurie, and Kathe for sharing so much knowledge and for such an invaluable experience."

"I think, no, I know that this was the BEST training I have ever attended. Thank you all for the conversations and the learning."

"I learned so much not only from the material and the excellent trainers, but from each of you. I found that you are an amazing bunch of supervisors and regional managers who creatively and compassionately manage your staff. You encouraged me to work hard to bring out the best in my staff and not shy away from difficult conversations."

"So many scenarios and discussions. This was a very engaged group of people and the activities were all very useful at getting us to increase participation and thinking things through."

"It was very interactive especially when we broke out into the smaller groups. I loved that there were people from across the country involved as this rarely occurs to be able to network and get ideas from others outside of the state."

"I will be using the material covered with my staff and utilize to the material to build my support network. I think this gave me a new perspective on how build a more cohesive team which will in return help not only my team but service delivery."

"Understanding the critical role a Supervisor plays in translating the message from an organizational level, to leading a team, as well as managing the individuals who provide VR's services is incredibly important for me to be successful in my role. All the topics discussed across the 3 days were valuable in adding more to my "tool box" to be used when needed. Thank you for the opportunity!"

"More time to be together with peers from other agencies is so important. You don't realize it until you've had a small taste of it how much you can gain from your peers who are in the same situations and facing similar issues in VR."

"The material learned and discussed are important in the every day work. Thinking creatively and listening to other states issues, concerns and action plans are areas to can be applied to our everyday work."

It was a great training and I am so glad that this included supervisors/ manager from all over the US. There are so many great ideas and the connections I made will be very helpful when trying to get an honest opinion about something that I may not want to disclose to someone in the same area.

"Best training I have ever gone to in my 35+ years working in this field!"