

*Class size is limited,  
reserve your seat now!*



# SUPERVISORY ACADEMY TRAINING

Employees don't quit their jobs, they quit their managers. Lead and be the manager employees want to work for and engage with. Topics covered in this course:

- True Colors Personality Assessment
- ABCs of Supervision
- Communication Strategies
- Stress Management
- Delegating
- Problem Solving & Decision Making
- Conflict Resolution
- Performance Management
- Building High Performance Teams/Coaching
- Leadership Training Wrap Up & Graduation



## SUPERVISORY ACADEMY I

**SEP 19-OCT 19, Tuesdays & Thursdays, 8AM-12PM**

2403 N. 41st Street East, Muskogee, OK

\$475, materials & graduation lunch included

**INSTRUCTOR: TIM PAYNE**

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## CONTACT TO SCHEDULE TRAINING

[Spencer.Roth@ictech.edu](mailto:Spencer.Roth@ictech.edu) | 918-348-7945

**ICTECH.EDU**



**Instructor Tim Payne** has spent the last 40 years in manufacturing at TCA, later becoming Grant Prideco, then Vallourec. During his career, he served in multiple roles, ranging from electronics technician, process control, production management, and continuous improvement. Serving in these roles allowed him great "rubber hits the road" experience at all operational levels. Spending the last 15 years in continuous improvement, Tim has trained hundreds of people in multiple disciplines, with many utilizing what they've learned, to further or expand careers.