

# The New Supervisor Immersion (NSI) Program

**Course Number:** 4450

**Length:** 22 Weeks

**Primary Delivery Method:** Instructor-led live classroom

**Alternative Delivery Methods:** Instructor-led online (synchronous)

## Course Description

Empower your newest supervisors with the leadership and technical capabilities required to lead teams, manage resources, and uphold performance standards from day one. Aligned with OPM's expectations and 5 CFR 412.202 supervisory training requirements, this program helps agencies build frontline leadership capacity while reducing risk and accelerating readiness. Built as a ready-to-launch solution, this program includes Kirkpatrick Level 3 reinforcements—such as simulations, action learning, and assessments—to drive sustained, on-the-job behavior change. In an environment where new supervisors are increasingly asked to manage more without formal training, this program offers a low-lift, high-impact solution that equips frontline supervisors—the managers closest to the work—with the tools and confidence to drive consistent, accountable performance across the organization.

## Intended Audience

New or developing supervisors at the GS-9 to GS-13 levels who are building the leadership and management capabilities to successfully lead teams, manage resources, and drive results aligned to agency priorities.

## Client-Provided Facility Requirements

- 1 computer per student with Internet and Microsoft Office 2010
- Internet required for instructor computer

## Course Learning Objectives

- Focus team efforts, solve problems, and ensure actions align with mission objectives
- Apply policy, lead with integrity, and hold teams accountable for measurable results
- Make sound decisions and manage people, time, and dollars effectively

## Course Schedule

OUTCOME 1: ALIGN TEAM ACTIONS TO MISSION RESULTS	
1.5 HOURS	Welcome Webinar
0.5 HOURS	Pre-Program Self-Assessment
0.5 HOURS	Discussion: Cohort Kickoff
1 HOUR	Aligning Leadership with Authenticity and Values

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1 HOUR	Accountability Partners
4 HOURS	Becoming a Supervisor
4 HOURS	Supervisory Responsibilities in Collaboration with HR
3.5 HOURS	CliftonStrengths® Workshop
1 HOUR	Introduction to Action Learning
4 HOURS	Accelerating Team Collaboration
1 HOUR	Mentor Check-in <b>(optional)</b>
2 HOURS	Reach the Peak Simulation
0.5 HOURS	Discussion

## OUTCOME 2: DRIVE ACCOUNTABILITY AND IMPROVE PERFORMANCE

4 HOURS	Accountability
0.5 HOURS	Accountability Partners
4 HOURS	Employee Performance
4 HOURS	Employee Conduct
1.5 HOURS	Action Learning Session #1
4 HOURS	Giving and Receiving Feedback
1 HOUR	Mentor Check-in <b>(optional)</b>
0.5 HOURS	Discussion
4.5 HOURS	DiSC® Workshop
2 HOURS	Reach the Peak Simulation

## OUTCOME 3: MANAGE RESOURCES TO MAXIMIZE EFFICIENCY

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4 HOURS	Managing Projects
4 HOURS	Applying Data Practices to Projects
4 HOURS	Working Within the Federal Budget Process
1.5 HOURS	Action Learning Session #2
1 HOUR	Mentor Check-in <b>(optional)</b>
0.5 HOURS	Accountability Partners
4 HOURS	Maximizing Team Collaboration and Results
2 HOURS	Reach the Peak Simulation
0.5 HOURS	Discussion
0.5 HOURS	Post-Program Self-Assessment
2 HOURS	Graduation

## Learning Methods

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Pre- and post-program self-assessments; individual, small-group, and large-group exercises; lecture; discussion; action planning; action learning; experiential learning; cohort-based learning; outcome-based learning; accountability partners; CliftonStrengths® assessment; and DiSC® assessment.

## Credits

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### Continuous Learning Points (CLPs)

- Credits: 74.5

## Prerequisites

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### Suggested

- New or developing supervisors at the GS-9 to GS-13 levels

## Pework

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There is no prework required for this course.

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## Requirements for Successful Completion

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Full (100%) attendance is expected and required. Successful completion of the course depends on full class attendance and active participation in individual and group exercises.

## Follow-On Resources

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- [From Tactical to Strategic Thinking](#)
- [Breakthrough Problem Solving](#)
- [Fostering Accountability, Adaptability, and Resilience](#)
- [Building and Sustaining Teams](#)
- [The Mid-Level Enrichment Program](#)

# The New Supervisor Immersion (NSI) Program

## Ready to Enroll?



See the most recent course information and scheduled classes at this link:  
<https://www.managementconcepts.com/course/id/4450>



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