

Frequently Asked Questions

Course Title: The New Supervisor Immersion (NSI) Program

Course #: 4450

Duration: 22 Weeks

Delivery Method: Instructor-led live classroom

Alternative Delivery Methods: Instructor-led online (synchronous)

1. What business or organizational need does this course address?

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.

2. Who should attend?

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.

3. What will I learn how to do in this course?

- 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

4. What kinds of activities are included in this course?

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.

5. Are there prerequisites for this course?

Suggested:

Frequently Asked Questions

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

6. Do I have to complete any prework for the course?

There is no prework required for this course.

7. Is this course applicable toward a professional certification?

No, this course is not applicable toward a professional certification. However, many Management Concepts courses do prepare you for professional certification programs. Click [here](#) to see a full list of professional certification programs that are supported by Management Concepts training courses.

8. Does this course count for credit toward a Management Concepts Certificate Program?

No, this course is not applicable toward a Management Concepts Certificate Program. However, many Management Concepts courses do count for credit toward a Management Concepts Certificate Program. Click [here](#) to see a full list of Management Concepts Certificate Programs.

9. What credits do I earn by completing this course?

The following credits are available for this course:

CLPs: 74.5

10. What course(s) do you recommend after I complete this course?

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

11. What are Additional Features?

Most courses and training solutions have **Additional Features** designed to help every learner master and retain the concepts explored in the course. You can see which Additional Features are added to this course on the course page under the **Learning Objectives & Additional Features** tab – and for a more detailed exploration of our Additional Features, you can visit [this web page](#).

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12. What's in it for me?

Stepping into a supervisory role is more than a promotion—it's a transformation. The *New Supervisor Immersion (NSI)* program helps you navigate this shift with confidence. You'll go beyond theory to build real, practical leadership skills in a supportive, hands-on environment. From leading teams and managing conflict to making tough decisions and aligning work to agency goals, NSI gives you the tools to lead with clarity and purpose. Whether you're looking to accelerate your growth or make a strong start, this program sets you up for long-term success as a leader in the federal workforce.