



Participant Guide

NEW SUPERVISOR ORIENTATION

Session ONE: Individual Contributor to People Leader, and DiSC

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WELCOME

Welcome to the NSO Session 2. To think about moving from individual contributor to people leader, and utilizing DiSC to support your leadership



Who's the most effective leader you know, and why?

NEW SUPERVISOR ONBOARDING COURSE OBJECTIVES

- Session ONE: Introduction to NSOP and your role of a SoCalGas leader
- Session TWO: Executing Sempra values and leadership competencies with knowledge, skill, and your individual purpose
- Session THREE: Strategies and tools for team leadership

SESSION OBJECTIVES:

- Prepare for NSOP success
- Implement the 4 keys of success for moving from Individual Contributor to People Leader
- Identify characteristics of DiSC styles and leverage DiSC data to lead a team

NOTES

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NSOP PROGRAM CONSIDERATIONS

NOTES

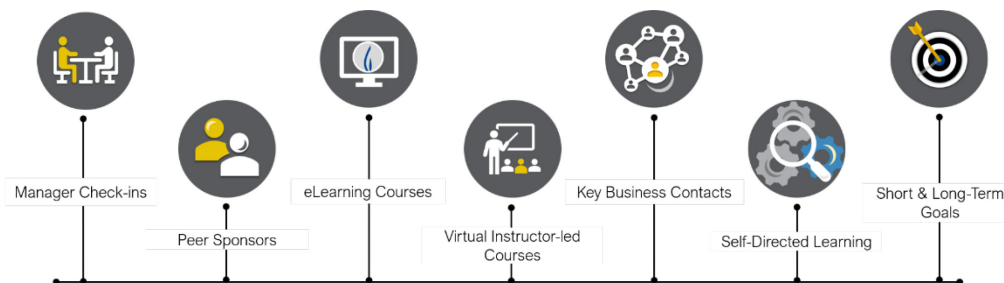


Answer the questions below to consider how you will prepare for NSOP success.

What will success look like? What knowledge and/or skills do you want to gain specifically for your role?

What program challenges have you had or anticipate?

How do you plan to address the challenges? What support do you need?



GUEST SPEAKER NOTES

“Leadership and learning are indispensable to each other.”

– John F. Kennedy

TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER**NOTES**

The transition into a new role can be challenging...and transitioning from an individual contributor to a people leader comes with additional responsibilities and expectations.

The following are four (4) keys to success to help ease the transition and support your transition to people leader.

KEY ONE: Rethink your mission

- Create a culture of learning and development
- Encourage employees to find answers to their questions
- Enable your team to develop and showcase their expertise



TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER**NOTES****KEY TWO: Cultivate Trust**

- Make more deposits than withdrawals into relationships
- Ask questions and get to know your team
- Encourage the pursuit and sharing of ideas
- Accept that failure as part of the process



TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER**NOTES****KEY THREE: Resist Giving Every answer**

- Encourage employees to explore their own answers as much as possible
- Ask probing questions to help employees discover answers themselves
- Stimulate critical thinking and demonstrates your trust



TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER**NOTES****KEY FOUR: Set clear expectations**

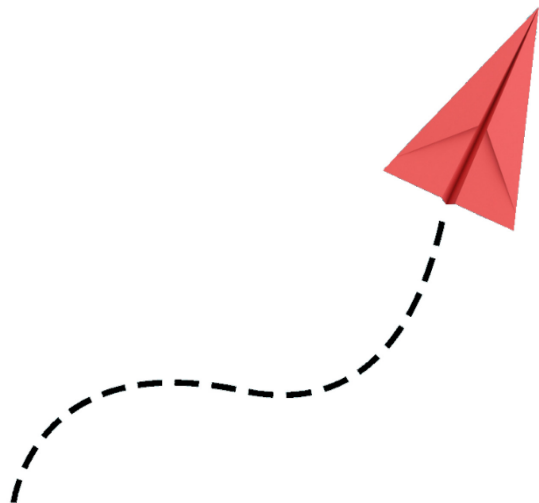
- Provide detailed information and check for understanding
- Give clear and thoughtful explanations, ensuring the person with the least experience can understand everything



TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER**NOTES****From Peer to Leader**

How you prepare for the change of transitioning from peer to leader, and manage it from the beginning, can affect the long-term harmony and productivity of the group.

- Establish authority
- Take time to listen and learn
- Set boundaries



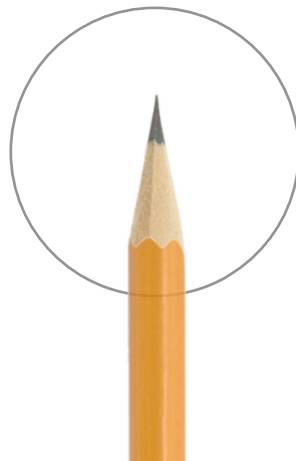
TRANSITIONING FROM INDIVIDUAL CONTRIBUTOR TO PEOPLE LEADER
NOTES
Leadership Focus BREAKOUT

DISCUSS with your breakout group:

- What are the differences between the two?
- How will you need to shift your focus going forward?
- What challenges might you have?

INDIVIDUAL CONTRIBUTOR
SUPERVISOR

Set goals for yourself	Set goals for your team
Know & learn about your department and business	Know and learn about the business, company and industry
Do the work yourself	Delegate work
You are the expert	Develop the experts



DISCOVERING DISC STYLES

NOTES

How do you see yourself?

Fast-Paced & Outspoken

-or-

Cautious & Reflective

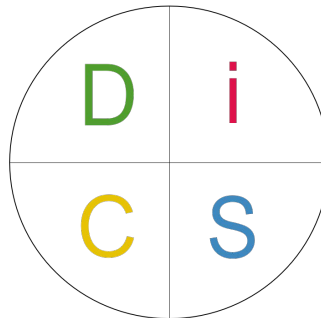
Questioning & Skeptical

-or-

Accepting & Warm

Questioning & Skeptical

Fast Paced & Outspoken



Accepting & Warm

Cautious & Reflective

- What stood out most about your style?
- In motivators and stressors, is there anything spot on?
How about not close?
- What questions do you want to ask about DiSC?



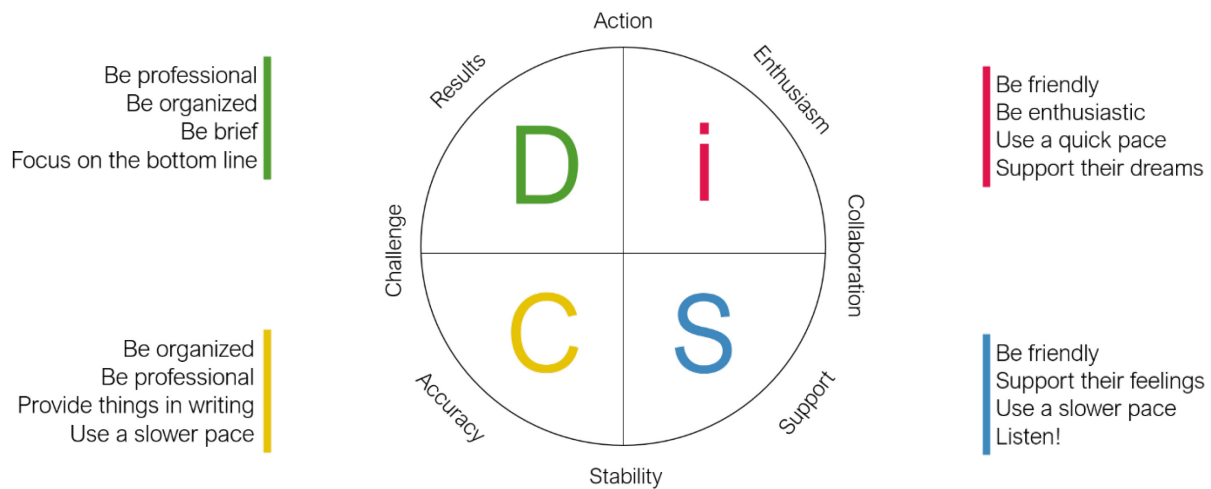
DISCOVERING DiSC STYLES

Priorities of Your Style

The words around the DiSC map represent priorities, or the primary areas where people focus their energy. The three words closest to your dot are your main priorities.

If you have a striped shaded area this indicates whether you stretch to include any additional priorities.

Your priorities describe what is important to you, and all combinations of priorities are equally important and valuable.



Often, you will interact with others who have a different DiSC style than you. Keep in mind, your DiSC assessments contain information for in depth ways to interact with your direct reports and others.

START - STOP - CONTINUE

Moving Forward

Think about all that was discussed in the session today. Moving forward, what will you do different or the keep the same?

START: What will I put in place to grow in my leadership and support the success of my team?



STOP: What didn't work –or- will no longer work as a leader?



CONTINUE: What worked well before and will now?

