



# Strategic Supervision: A Brief Guide for Managing Social Service Organizations

*Peter J. Pecora, David A. Cherin, Emily J. Bruce, Trinidad de Jesus Arguello*

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## **Offering social service agency leaders the necessary skills for day-to-day supervision practice**

This guide presents readers with a practical overview to the most important aspects of supervisory leadership and personnel management within the social work environment. **Strategic Supervision** serves as a primer for new or soon-to-be supervisors on the types of knowledge, skills and abilities necessary for effective supervisory practice. It also offers more seasoned practitioners a concise compendium of checklists and tools that can be utilized selectively.

### **Key Features**

- Concrete examples of how excellent supervisors problem-solve, lead teams, and support multicultural and other forms of diverse staffing
- Practical strategies for working with employees that have performance difficulties
- Management tools specifically tailored to the application of Equal Employment Opportunity, Affirmative Action, and other nondiscriminatory practices in hiring and promotion activities

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