



# 2026 ESSENTIAL SUPERVISORY SKILLS 2.0

Competencies for supervisory success have evolved significantly over the last 10 years. Join us for this new follow-up component to our long-running Essential Supervisor Skills Program - ESS 2.0! ESS 2.0 is focused on four subject areas, outlined below. Registration is limited to employees who have completed core ESS.



## EQUITY

This session provides participants with a firm understanding of the importance of achieving equity in our County and how they can advance organizational efforts in their role as supervisor. Led by **Shireen Malekafzali**, Chief Equity Officer, this session will be held on Monday, April 13, 9:00am-noon in Redwood City.

## HIRING ESSENTIALS

Hiring in civil service demands more than reviewing resumes and checking boxes. In this session, supervisors will learn the core components of the County's civil service hiring process and how to apply a skills-based approach to drive fair, defensible, and well-aligned decisions. Led by the County's **Talent Acquisition Team**, on Wednesday, August 26, 9:00am-noon in Redwood City.

## RETENTION & ENGAGEMENT

In this session, we will focus on the importance of onboarding and employee engagement. We will discuss exit and stay interviews, recognition, and their importance to employee retention and close with time for Q&A and to hear from session participants about their retention best practices. Led by **Conrad Fernandes**, Organizational Development Manager, and **Adriene Busch**, HR Analyst, on Thursday, June 25, 9:00am-noon in Redwood City.

## WELLNESS

This session provides participants with the skills and resources to incorporate a culture of wellness into their supervision, thus improving the health and well-being of employees and positively impacting employee engagement, morale, and job satisfaction. Led by **Lisa Okada**, HR Deputy Director, and **Alysa Stanford**, Wellness Program Manager, this session will be held on Wednesday, July 8, 9:00am-noon in Redwood City.

**REGISTER NOW:**

[WWW.SMCGOV.ORG/LMS](http://WWW.SMCGOV.ORG/LMS)