

OSC15 Session Rating Open-Ended Responses  
Employee Communications

#243 Developing Emotionally Intelligent Supervisors Who Motivate Employees

**What was the most useful aspect of this session?**

**What new strategy will you incorporate into your business or medical practice?**

**What topics or presenters do you suggest for the future?**

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| <ul style="list-style-type: none"> <li>- All of it</li> <li>- DEALING WITH UNCOOPERATIVE PEOPLE</li> <li>- how to apply EI with my team</li> <li>- I felt the speaker was going off topic too much.</li> <li>- I found that everything the speaker talked about was vague, exaggerated, and not applicable to every day management. All he talked about were exaggerations of how bad bosses can be, but he did not give realistic tips or advice on how to be an emotionally</li> <li>- I thought it was all very useful.</li> <li>- None</li> <li>- Slides</li> <li>- The humor.</li> <li>- power of understanding vs. authority to punish</li> <li>- That we are all humans and the importance of addressing issues - not to let them go.</li> <li>- Better understanding the importance of employee execution when trying to reach goals</li> <li>- There were many good examples of how to develop leaders, and he explained each individual step and the order in which these steps are to be accomplished</li> <li>- Excellent speaker. Dynamic and covered relevant information.</li> <li>- The culture perspective and impact</li> <li>- Real life examples.</li> <li>- All of this session was useful!</li> </ul> | <ul style="list-style-type: none"> <li>- additional training for managers</li> <li>- Addressing &amp; resolving conflict</li> <li>- Addressing and resolving conflict rather than ignoring them</li> <li>- After analyzing all of the information, I will have a meeting with all of my supervisors and discuss the material.</li> <li>- Already train on EQ currently, but some takeaways were very helpful to add to our training.</li> <li>- applying the recommendations to current practices</li> <li>- Applying what was taught.</li> <li>- As an HR manager, I will apply everything to my daily supervisory duties and I will ensure to pass the info on to the entire supervisory team.</li> </ul> | <ul style="list-style-type: none"> <li>- Making sure that the class was not overbooked.</li> <li>- more suggestions and tools to offer those in attendance</li> <li>- Same topic, he's a great speaker</li> <li>- trending analysis</li> <li>- More safety health care.</li> <li>- It is a great topic idea, but I would suggest a different speaker.</li> <li>- More safety related topics.</li> <li>- How to deal with disgruntled people.</li> <li>- how to develop safety strategies and educate on those</li> <li>- Have Scott Warrick return in 2016!</li> <li>- Loved Scott Warrick. Bring him back again!</li> <li>- While the topic was very useful, I had a little trouble with the material in the beginning. I understand what he was trying to accomplish - a "shock them with the truth" imagery. However, being in law enforcement for nearly 11 years, I found the images</li> <li>- Continue on EQ and I/O Psychology topics. Behavioral science very helpful for HR staff. Seems most of conference is geared toward construction/labor industry and - although this might be majority that attends - it's nice to see some relevant data for HR</li> <li>- aging workforce</li> <li>- More First Responder classes.</li> <li>- More HR Credit sessions.</li> </ul> |
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- Supervision is a career change. Difference between Strategic Goal and Strategic Plan. People execute
- Servant leadership
- how u need to talk to employee's
- Reminder to be in touch with the people. Build their trust and they'll be loyal.
- POSITIVE ATTITUDE WITH GOOD INFORMATION
- Learning how to deal with difficult coworkers
- Importance of relating to employees to motivate them better.
- Understanding firm rightful acts.
- importance of emotional intelligence and how it effects you in all aspects of your life not just work
- This session had me taking notes. I would have enjoyed a four hour block with this subject.
- Showing how important the involvement of uPPER management is on the floor.
- speaker was fabulous. very engaged, opened up alot of windows for me personally to bring back to work
- Importance of not only dealing with conflict, but how you deal with conflict.
- APPROACH TO TRAINING SUPERVISORS
- Emphasis on people to accomplish goals, building relationships with employees rather than getting your own way.
- Focus on the emotional intelligence of an organizations supervisors.
- tips for helping supervisors continue to develop - enjoyed the examples he shared about the basket company and how to do it right
- Leadership is all about the interpersonal skills we have learned and developed.
- Mr. Warrick's method of showing how good managers never give up even when there aPPeArS to be a mountain to move (ie - The Ohio State coach winning even though key players were injured).
- A subject dear to my heart. I am a public speaker on Emotional Intelligence as well. Truly emphasized the direction in which I am going in regards to supervisors emotional intelligence and how it relates to their relationship with their staff
- Reinforcing that it's our people and their engagement on the front lines that make our profit, not our strategic plans. It's always all about leadership!
- Just a review of a topic that I have begun recent education with my team on.
- Attempt to engage employees in striving to achieve strategic goals
- Be less of a boss
- Be more calm when speaking to workers
- Be more involved with team members.
- BE OPEN MINDED
- Become a more effective leader
- Become more of an active listener.
- Believing in people who can perform in difficult situations.
- better communication with employees and management
- Better, and more in depth, training of current and new managers.
- By applying the leadership traits.
- by bettering myself to become a more intelligent HR
- Catch problems early, before they grow (don't avoid them)
- CHOOSING THE RIGHT EMPLOYEE FOR SUPERVISORY/MANAGEMENT POSITIONS
- Coaching fellow officers in people skills.
- Coaching supervisors and choosing supervisors based on emotional intelligence rather than technical ability
- communication and training/development
- Conflict resolution, winning the discussion is okay but the relationship is way more important.
- Continue focusing on the positives when things may not be going well.
- Continue on my quest
- Continue to drive effective leadership.
- Currently reading the book Emotional Intelligence 2.0 with supervisors
- No suggestions other than a follow-up presentation by Scott
- Customer centered service
- Retention
- Employee Engagement
- Employee recognition programs that don't rely on large monetary rewards.
- Discipline in the school system.
- not sure, not going to be able to come up with new topic for every evaluation
- More like this, it was a very educational session
- Cy Wakeman - She speaks at many events about leadership and accountability
- ada fmla
- Hard to think if something you have not already presented, but something specifically targeted at Public Pool Safety would be ideal!
- Handling obstinate employees.
- Leadership in Action
- have Scott Warrick continue to come back - very dynamic speaker
- Do more of this, with these type of speakers.
- Electrical Safety (possibly some demonstrations) such as a electrical company discussing the required PPE.
- Additional Supervisory/Employee relationship topics
- I've seen Scott's presentation about six times. Would love to see new data, i.e. what other companies, like Longaberger, have done.
- team developmentwbrking with difficult people

- How to get myself in the right mind frame to discuss issues with employees that doesn't make them defensive.
- info and tools
- fresh new way to look at how to manage through change
- REAL LIFE EXAMPLES OF GREAT LEADERS
- Learned several ways supervisors can fail and how to assist them to be successful when possible
- Learning what makes different supervisors tick
- Tips for motivation
- Culture changes in leadership skills
- Emotional wellness is important
- Real life examples.
- presenter
- That humans are emotional beings and this has to be factored into managing people
- The power of empowering others
- discussion of emotional intelligence and better defining role of a supervisor
- Everyone is human.
- the feedback from other attendees
- Micro managing is not a good thing
- very interesting on motivating employees - loved the references to Coach Meyer
- speaker
- Learning Leadership skills
- The explanation of what makes great leaders
- Humor
- That injuries will be lessen if training is used to change behaviors.
- Improve communication skills
- She was very motivational
- Don't waste your time on bad employees.
- The examples the speaker gave.
- Emotional Intelligence....If you cannot resolve problems then you cannot be a supervisor.
- Dealing with difficult employees.
- dealing with employees
- dealing with people
- DEVELOP A LEADERSHIP STRATEGIC PLAN TO DEVELOP LEADERS IN MY COMPANY
- Develop strategic plans for each department that can be shared with staff
- Develop supervisors accordingly.
- Developing training for supervisors; especially new hires/orientation
- Different ways to motivate staff members
- discuss at staff meeting
- Discuss it during our staff meeting.
- discussions
- Emotional intelligence is a strong indicator for effective management
- Empowering others
- encourage supervisors to play an active role in safety
- Everything
- finding out what motivates individuals and not a group
- Follow SOP
- Get behind our employees always encouraging them to next level
- get started
- Getting grid of employees' that do not help your work place culture
- Giving my supervisors more room to help with the motivation of employees
- Good tips and suggestions for trying to empower and inspire employees
- Have employees more aware of hazards on the job.
- Help me become a better leader
- Helped understand the difference boomers' and XY generation
- Hire slow and fire quick.
- Hold our supervisors more accountable and train them to deal with conflict
- Honest and Respectful communication ...if you cannot resolve conflict then you should not be a supervisor.
- I down loaded additional information provided by this speaker and feel that he should be asked back and expand on the other topics. I read them all and they were very helpful.
- this class again
- manufacturing process, lean manufacturing process and implementation
- He was very insightful so any program from him would be helpful.
- You are doing super
- New managers overview of BWC
- OSHA training - form requirements
- Motivation techniques
- What to do about the habitually injured on the job worker.
- how to better motivate employees to think safety
- Communication in the workplace how to get from one level to the next being successful
- Scott Warrick
- motivating employees
- Urban Meyer on team players/Building
- Stress
- emergencies
- This Course
- More on motivating employees
- Same or similar as Mr. Warrick. He kept things interesting.
- I believe no other topics need to be brought into the safety congress event.
- In general, I am always impressed with the seasons that were offered this year. I took classes that I would not of though of last year.
- love the selection
- Good employee training.
- Wellness, Culture
- Continue with same education courses.

- The information from Mr. Warrick regarding how important employees and leadership are to the success (or failure) of an organization was very informative. Also very useful was learning the common traits and effective methods of great leaders.
- I think the whole session was important. I feel like everyone should know how to treat their employees.
- I enjoyed the whole thing.
- How to tell the difference between certain types of people
- How to develop my team
- He made so many valid points about supervisors. The one I liked most was if you can't handle conflicts you can't be a supervisor. It is such a simple concept but it holds true.
- I felt like the content did not give real solutions to helping an employer develop an emotionally, intelligent supervisor. My expectation of this session was different that what was presented.
- The information provided was old information. I didn't appreciate the condescending way he addressed Supervisors.
- He did a good job motivating us to consider how we relate to our employees.
- I found the emotional intelligence stuff very interesting.
- Gave a fresh look on the subject
- there were no specifics that I will be able to use. There was general info but nothing applicable.
- Whole presentation was very well delivered, this is an HR biased presentation, so a great insight for me as an Engineer
- Hard to say as I was standing in the hall and couldn't hear/see well
- The information listed best way to deal with your employees and attitudes and ways to help the employees to be better employees
- I just didn't get into this presenter
- awareness of the issue
- Reaffirming what I already knew.
- The speaker is awesome but I was disappointed that much of it was repeated from last year.
- Hopefully I can use the information provided to be an even better person, co-worker and supervisor to those I work with.
- How to approach people when their is a problem.
- How to communicate with our employees.
- How to place certain people in charge of other
- How we can further grow our team leaders to excel way beyond our expectations
- I am going to see if my HR department will bring Scott in to talk to our supervisors.
- I didn't find anything new to use.
- I don't plan on using this information. Much of it is out of date.
- I enjoyed his perspective on coaches motivating winning teams. After all, we all want to have winning teams!
- I gained tools to help new managers transition from workers to leaders.
- I have already sued some of the ideas I got from this class.
- I learned not to give speakers with their own business my email
- I pick up valuable management tools from this lecture that I will use on a daily basis
- I probably won't due to problem above
- I will continue to respect my employees and help them with any questions they have
- I will look into how a develop my supervisors
- I will make it a point to develop my supervisors better
- I will reassert with our managers and supervisors what their role is and how they should lead employees.
- I will remember how much damage disengaged employees do
- The Ohio BWC Safety Congress always offers a wide array of topics, providing something of interest no matter what the occupational discipline of the attendee is. I have no suggestions except keep up the great work!
- Drug safety
- Continue on Management Improvement Sessions.
- How to identify different type of people
- Any that are like this
- Answered in previous evaluation
- I would like informational topics related to resolving conflict among co-workers (my employees) in the workplace.
- Wellness in the workplace was a great topic. I think there is a lot of uncharted information to be shared in that arena. Violence in the workplace, drug use, disease control, and workers comp general information is always a plus for small companies or e
- More like this...supporting leadership teams/managers
- I would enjoy hearing Scott again. Very dynamic speaker.
- More OSHA topics for construction industry.
- the title sounded good. perhaps find another speaker who covers it better.
- More detailed presentation to follow up from here
- Food Safety
- I enjoyed all the classes I attended and the topics were great
- Safety Culture
- definitely more like this one. he was specific and entertaining. I felt like I got a \$500 seminar in this one!
- This presentation spent a lot of time focused on what supervisors and managers do wrong, but provided minimal information on what to do right or ideas/suggestions on how to implement better supervisory strategies.
- How to thank/reward/acknowledge employees

- The emotional aspect to supervision
- I believe the most useful aspect of this session was showing the difference between good management and bad and how it effected their companies.
- The class was very interesting and fun. I had not thought of the aspect presented by the speaker.
- learned that one question asked in a crowd gets just about as many different answers as there are people.
- Liked his frank discussion of managing people and how we just need to be up front and honest with them. We often tend to be too nice and too afraid of hurting someone's feelings.
- The most useful aspect was the emotional intelligence factor. And understanding that just because someone is skilled at their job, does not necessarily mean they will make a good supervisor.
- Great speaker
- The presenter was very dynamic and easy to pay attention to, information given was timely and relevant.
- How leadership impacts the overall engagement of the employees/workforce. Loved..Loved..Loved this presentation.
- safety
- Effective leadership and emotional intelligence
- What really is needed in being a leader. He is a great speaker and really enjoyed his speech
- Conflict: and whether "I will Suppress it, Escalate it, or Resolve it".
- Learning the importance of communication skills and resolving conflict.
- Employee communication and perspective
- USEFUL TOOLS AND TIPS
- Motivation methods
- HOW TO BETTER WORK WITH AND TREAT EMPLOYEES.
- "People don't do what they're supposed" and we're humans. So, there will always be mistakes and accidents. Don't treat people badly, whether you're blue or white collar; management or not.
- Leadership traits.
- I will share this information with our supervision and lower level employees as well
- I will try to be understanding, but stern with all the staff.
- I will try to engage my subordinates more to help them understand their role in the team.
- I will try to explain myself in a more clear and concise way.
- I will use some of his examples in my next supervisor training.
- I will use this information in our leadership training courses so that we can develop supervisors and managers that have and understand emotional intelligence.
- I wish I could send the senior mgrs.!
- Identifying problem employees and working towards improving their performance.
- Identifying some of the leaders (problem) and working with them to address issues with employees.
- if I could get any grant money to help my company operate more safely
- I'll try to focus more on emotional intelligence more when hiring/training supervisors or those in leadership positions.
- I'm already using a lot of info from this course.
- I'm sharing it with the rest of the owners to make them better supervisors as well
- In the many sensitive interactions with internal and external customers.
- Increased communication is a must in order to resolve conflict and then to motivate employees. We will also work to not only create future plans but to follow through and execute those plans.
- Increased employee communication
- INCRESSED KNOWLEDGE AND SKILLS
- Inspiring employees
- IT HELPED ME WITH REALIZING MORE THAN I ALREADY WAS AWARE OF THAT YOU ARE ONLY AS GOOD AS THE PEOPLE YOU HAVE WORKING FOR YOU.
- It is healthier & saner to resolve stress upfront vs. letting it linger
- I've already taken Emotional Intelligence, so I don't know what I can do to get other people to get theirs assessed.
- Development of employees
- Sarah Towing
- Dealing with bad employees, that do not want to be engaged or part of the team, from a State Agencies point of view (and the given restrictions because of the union).
- machine guarding and ppe.
- Managing day to day HR and Safety responsibilities.
- Scott Warrick is an amazing presenter. Would love to see him back!
- Great speaker
- Safety sessions that focus on the service industry would be helpful.
- I would love to see Scott present a one-day event - he is an awesome presenter keeping the crowd involved!!
- How to keep your BWC cost affordable
- None. Great variety this year.
- I liked the ones you had this year great job!
- Conflict resolution & De-escalation techniques.
- I would suggest additional leadership, conflict resolution, and communication classes.
- Team Building
- Written safety plans
- CONTUINED SAFTEY
- Environmental
- SAME PERSON .
- Building trust in the work place..... I can depend on you with MY LIFE!
- Filing claims with State Employers... Maybe a presentation from CompManagment?

- real life examples
- Easy to relate to examples
- Addressing & Resolving Conflicts is Vital.
- KNOWLEDGE AND SKILLS FOR SAFETY
- information about what defines an effective, successful leader was helpful. Some of the presentation material was offensive and unnecessary.
- great ideas on motivated employees by leading
- The honesty of the presenter in explaining the need for accountability in management
- Understand what can motivate my supervisors
- How to be a better supervisor.
- Made me think differently about situations.
- That emotional intelligence is more important than technical skill when it comes to managing people.
- helping supervisors
- very useful
- The instructor was the best one of the entire safety congress.
- The case studies were useful.
- Addressing and resolving conflict is VITAL!!!
- When Scott addressed the topic about addressing and resolving conflict and how vital it is.
- Stronger Supervisors Skills
- Ideas about motivating employees.
- The importance of supervisor education
- How to use Emotional Intelligence in the workplace
- This is a program that every supervisor should take.
- Being there for your associates and employees.
- relating to typical employer issues
- I always attend Scott's sessions.
- yes information was helpful to motivate employees
- HOW TO HANDLE PEOPLE
- Need to get the book "Good to Great"
- The positive energy of the speaker.
- keep it simple
- Keep styles in mind when moving into different situations
- Keeping a open door policy, listening, and addressing problems &/or issues before they get to far out of control.
- KNOWLEDGE AND SKILLS NEEDED
- learn to apply these aspects to myself - humble, ego directed toward company, mirror accountability, listening, etc.
- learning to deal with the Human relationships
- line accountability for supervisors identifying and dealing with employee issues
- Listen Skills for Supervisors
- Listen to others more. Ask them for ideas on how to make things at work better.
- Listening to employees more.
- Look for employees to take on future leadership roles with the best interpersonal skills, not just longevity with the company.
- manage employees
- managing employees
- many different way
- Many new leadership ideas.
- Maybe EI training for Supervisors?
- Mirror accountability: Look into mirror and ask yourself how you can change/fix things
- Mirror vs. Window Accountability
- Monthly Supervisors training
- More attention to evaluating the emotional intelligence of employees.
- more education for supervisors
- More encouragement and positive reinforcement
- More of these presentations for new supervisors and old
- more open communication
- more training with supervisors on managing issues
- more trainings for our supervisors
- motive employees
- NEED TO GET BETTER AT CONFLICT
- Need to get the book "Good to Great"
- None, already had most in place.
- healthcare related topics
- Additional sessions on Developing strategic, emotionally intelligent leaders, or c0-workers who motivate employees.
- SAFETY STATIGIES
- Diversity training
- same topic - more personal interaction
- First Line employee motivation
- Good management skills.
- Crisis management
- similar
- OSHA standards
- More topics focused on security rather than just safety; since security and safety are tied together.
- Foundry Safety
- ALWAYS Scott Warrick!!!!
- I would suggest any topic presented by Scott. Very good speaker.
- Scott Warrick
- I have attended a couple of Scott Warrick's seminars. He has given an interesting presentation in both.
- on line meetings?
- health and fitness
- The same
- This is my first congress, not sure.
- financial and safety efficiency techniques with labor and supplies
- more scott he should present a general session
- AG SAFETY
- Dr. Scott Gellar
- Information about becoming self-insured, positives and negatives.

- Confirmed the good characteristics of leadership
- Learning some basics of management personnel. Good and Bad Qualities.
- he wasn't as effective as usual
- Informative and interesting
- Some decent tips for motivating employees
- Great stories about the reason every employee needs to be aware of organizational goals.
- the impact of social media
- notes I took
- The breakout or breakdown of emotional intelligence
- Everything
- That managing people is difficult and each person needs to be managed as an individual.
- understanding respectful communicating
- good points
- Examples of effective people and why.
- the psych behind interviews.
- that he used the book good to great
- Addressing & Resolving Conflict
- His examples of the "bad" and the "good" supervisors. What they did that was ineffective and what was effective.
- I think it is important to have employees who possess Emotional Intelligence.
- How to develop supervisors
- I realize that we always will gonna have an issue, so what I am suppose to do? Complain about it , or solve it? This simple question that the speaker mentioned have being very useful for me.
- learning better ways to resolve conflict among peers
- The importance of listening to employees.
- how we can train our supervisors effectively
- The materials shared.
- He was very engaging
- Scott made this session very interesting, it made me realize that our supervisor do not know who to communication with our operators. hoping that we can change that for the future.
- Having the perspective of the Team Members in executing the Strategic Plan.
- none. Generally, I felt Mr. Warrick's delivery of the material to be a little vulgar. Some examples were very extreme and the pictures/material a little too graphic.
- Not sure at this point.
- not sure I will.
- Not sure that I will
- Nothing in particular comes to mind.
- overall principles
- policies for social media
- Practice more awareness and seek emotionally intelligent role models and attempt to model it myself
- Print and use slides
- Problem employees must be dealt with immediately.
- put it into practice
- reinforce with staff
- Remembering that the relationship is the most important thing to preserve in the work place.
- requiring candidates to take a pre-hire exam.
- re-read the book good to great
- Resolve all in a business like manner.
- Reward the staff more in different ways..
- Selecting employees who have emotional intelligence should be a priority
- several
- Stopping complain about the problems and being more concern in solve it.
- stressing the importance of emotional intelligence
- Strive to make co-workers feel valued and listen to what they have to say.
- supervisor training program
- Take back to the supervisory team
- talk more about issues
- Teach our supervisor that they need to speak to our operators and not speak at them. Respect.
- Team Members must execute the Strategic Plan
- Keep up the good work!
- I wasn't impressed with this seminar as with past he has done.
- More up to date and current topics
- Effective and respectful methods of dealing with conflict.
- This course should be expanded to at least a half day - if not a full day
- more like this
- Dealing with difficult employees
- arc flash
- Communication skills; new supervisor general training
- HR six sigma
- more construction based workshops
- More classes related to construction
- Scott Warwick was a great speaker! Really enjoyed his presentation and would love to see him next year!
- More topics like this.
- Public employer
- How to use social media on the workplace.
- more of the same only a little more in depth
- Supervisory sessions.
- More HR based topics. Choices by BWC have been solid.
- Sessions dealing with laboratory safety
- Scott Warrick, was a great presenter. Told us how it really is without sugar coating it.
- A. J. Westlund, CSMP - Aetna Integrated Services - B.E.S.T.(tm) program and I2P2 (Injury & Illness Protection Program)

- I was so happy that the presenter followed up and sent us material after the secession. It had very useful information about communicating with others. This was the best secession I went to at the Safety Congress.
- He was a great speaker taking all the positive stuff from his speech. I liked the football references it was easy to understand
- The session applied real life examples.
- Learning which leadership style promotes high motivation and which styles are destructive.
- Generations are changing
- Pointing out the book Good to Great
- Tips for dealing with conflict
- Learning that conflict is a good thing.
- SKILLS AND KNOWLEDGE
- speaker was very motivational
- applying EQ in developing management
- Understanding what makes an effective supervisor
- The real-world examples.
- how to be a good leader
- That it's important to trust in others. Employees are there to help me facilitate what I need to get accomplished and I need to trust them.
- It made me think and re-evaluate how I manage my employees.
- Working with people.
- emotional intelligence discussions
- The discussion of the leadership attributes in CEOs of highly successful corporations.
- Do not let "ego's" get in the way of doing what is best for the company.
- showed me how much the job is going to keep changing with the younger generation
- the whole session I felt was useful
- Traits of great leaders who know how to motivate.
- The examples used and attendees questions
- The fact that a supervisor is like a babysitter. We have to deal with human issues
- The communication piece and how to talk to a supervisor that is not emotionally intelligent and what that means.
- the football strategy for working with people was great always smile and stay positive think of the basket man
- The information will be used in training.
- The leadership styles that promote high motivation to employees.
- The same subject
- The use of mirror vs. window accountability
- There is always conflict!
- This session was valuable to me in that it armed me with some solid tactics to use in my daily dealings as an HR professional.
- TIPS AND TRICKS
- to be informative to my employees
- To focus on candidate's EQ in the hiring process to improve quality of leadership.
- To get everyone on the same page.
- To improve my skills when assigning a current employee or new employee to supervisory status
- To keep safety fresh.
- to motivate manager/ employees
- To resolve conflicts immediately and not let them fester.
- To try and think like my employees do and think of how I would react in their shoes.
- To try to improve my skills.
- training
- Training supervisors to allow the employees to make more day to day decisions to improve operations.
- Trust the staff that complete the tasks; listen emphatically. This will be difficult to apply due to attempting to change the supervisory culture.
- try not to upset anyone because people really don't seem to worry about job security anymore
- try to follow what he had told us to better myself as a supervisor
- Try to implement some of these traits in my dealings with staff
- Try to incorporate better training methods/trainers. I have 36 trainer's that work under me - would like for them to see how they train impacts everyone - definitely the company's outcome.
- Try to make sure and listen to employees and come to a general understanding or solution to a problem
- I would attend another secession like this one again.
- the HR talkers they great
- Effective leadership skills.
- I think the BWC does a great job putting this event together and has a good mix of relevant topics and speakers.
- Same thing
- More topics on accountability
- Bring Mr. Warrick back-Great job! Great topic!
- Definitely bring Mr. Warrick back next year.
- SAFETY IN THE WORK PLACE
- motivational info
- Scott Warwick is always interesting and has good ideas presented in a fresh way.
- Those which apply more specifically to long-term care
- Keep doing a great job. You are already doing an outstanding job.
- Motivating successfully and safely
- Water management on job sites.
- bring back scott warrick
- How to change a culture from non-trusting to trusting.
- how to help possibly keep the people more interested in the job
- more like him
- Driving Safety
- more training techniques
- He talked a lot about teamwork and Ohio state. Maybe bring in a coach or ex-player from Ohio state to talk about their experiences

- Learning about leadership traits
- Understanding the difference between generations and what they want
- Realizing that many people in management have no idea what they are doing (supervisory-wise) because they took a promotion for money
- What motivates employees.
- Maintaining the relationship is very important, don't avoid conflict.
- Very informative
- Hearing about humble ferocity. A good leader serves the people.
- speakers personal experience that was shared
- Better insight as to what makes a good leader
- How to addressing and resolving conflicts is vital
- The visuals and examples given.
- motivating
- An awareness of the additional aspects that need to be developed in my leadership team
- Learning about new and helpful management skills to deal with employee issues, concerns and problems.
- Was in which to remain positive in the role of supervisor
- The lecturer was talkative
- The overall information provided. I allowed me to see where we can improve out management staff.
- Realizing that you can either let conflict spread, escalate it, or resolve it.
- The presenter helped me to understand how to train supervisors to motivate employees to act in a safe manner.
- Mr. Warrick's presentation style was highly effective in that he was able to get (and keep) the attention of his audience despite that fact that it was rather large. He was knowledgeable, interactive, and humorous!
- Talking about what is qualities a manager must have.
- presenter made the material easy to understand
- Suggestions on how to motivate employees.
- Very effective speaker
- Scott Warrick, is an excellent presenter. Learning about a trait called emotional intelligence is vital in reaching goals.
- Try to make sure I am modeling the correct behavior for my employees
- Try to understand the differences between generations
- Trying to better understand team members and how they work to help meet goals
- Trying to figure out what motivates employees.
- Understanding own/other personalities important for getting along. Need willing people to execute any strategy.
- Use as training
- Use Emotional Intelligence to resolve conflict. Ego gets in the way of the things we need to do.
- use some of the speakers ideas
- Use the leadership traits to be a better leader
- use the mirror Us window If something goes wrong look at the leader
- Using better/more relevant visuals and graphics during training.
- using in our day to day work force.
- Using the materials to develop an awareness among my team
- Utilize the techniques presented in our management training to help further develop their expertise.
- ways in which to motivate staff
- Ways of talking with employees.
- We are looking to have Scott present at our organization for our management team
- We are undergoing a way to assess the EQ of our employees
- We have not done this effort in the past and we will focus on presenting this information to all site pastors and associate pastors and supervisors this calendar year.
- We will be sharing some of the referenced management principles with our supervisory staff.
- We will look at our managers and construct training to help them.
- we will put together a training program for our managers
- When passing safety information to employees I will try these suggestions to motivate employees.
- Who I train my managers
- Will apply this logic to my everyday life as well as preach it to the staff in the workplace. Again, this is great material and presented in a fun and interesting manner by a true intelligent professional.
- Conducting investigations
- I would like to see more Scott Warrick. I have seen him in the past and he always keeps my attention and has very useful topics.
- Bring in Jim Collins the Author of "Good to Great". Have him present.
- Leadership, motivation, and teamwork.
- More supervisor classes
- Always enjoy this speaker would like to see him come back.
- Cheryl Cran
- More in depth on emotional maturity
- communication skills
- I would definitely have Scott Warrick back again!
- workplace violence
- Adult learning
- Management training regarding the changing workforce; Building a succession plan in your company
- Stress release for the supervisor at work
- Workstations in a factory.
- I would like to see additional presentations from Scott, perhaps how to develop your own EI
- Good selection currently - incident investigation, safety culture, how to motivate
- Ideas for supervisor training that the speaker finds particularly helpful in training supervisors.
- The administration of FMLA, short-term disability, etc. with BWC-involved workplace injuries. The process and paperwork.
- Keep up the good work!
- Any new OSHA updates
- How to become more healthy.
- workers comp cost controls
- Sessions on personality/cultural topics relating to the workplace is interesting and helpful.

- THE IMPORTANCE OF BEING A GREAT LEADER
- WILL BECOME MORE AWARE OF THE CHALLENGES MY STAFF FACES EACH DAY AND PROVIDE HELP AND SUPPORT
- SCOTT WAS EXCELLENT
- Scott's delivery
- Will contract with Scott to present to our managers
- More basic safety training for retail.
- Discussion of leadership development within the company.
- Will look to have key employees provided opportunity to have leadership/management training sessions to develop their potential within the company.
- Development of individual employees potential to lead/mentor/guide others.
- I got no useful aspect from this session at all, because this speaker basically said that we as supervisors and or managers are glorified babysitters and there is no changing that.
- will not use, do not believe in this speaker
- The presenter did a nice job in discussing the most difficult role of a supervisor...ie; supervision/working with humans! Will use a lot of the information with Supervisors throughout our agency.
- Will review session with Supervisors throughout the company.
- Supervision, personnel management tactics and philosophy will continue to be a beneficial topic for many of the employers in attendance.
- Great tools to understand different styles and their effectiveness for leadership.
- Will review some of the points in a presentation to our supervisors
- Courses for leadership.
- Business examples
- Will use this info to grow our management team.
- More motivational discussions on dealing with injured workers and the BWC CSS staff
- He made the presentation very relevant based on OSU football.
- Will work harder to motivate my associates and help them to do better
- more like this. excellent speaker!!
- very informative
- work on effective problem solving
- Scott Warrick
- Defining the role of a manager.
- Work on leadership skills.
- The speaker was knowledgeable.
- Work on motivational techniques.
- learning more about motivational tools
- work on my leadership skills
- Going deeper into the book Good to Great.
- Using the Good to Great book.
- Working on motivating employees.
- same things
- great info
- working with others