

Benefits of Effective Supervision

Supervisor Responsibility	Supervisor Actions/Examples	Benefits
Work planning	 Supervisors apply their knowledge of the work to: Anticipate driving-related hazards Help employees plan and execute trips to avoid hazards, reduce risks Recognize emerging risks; plan work to deal with risks before they contribute to a crash 	 Proactive work planning: Generates smoother day-to-day operations Makes positive contributions to employee safety and the company's bottom line
Assign work/ delegate tasks	Supervisor's knowledge of employee driving abilities and limitations helps each supervisor: Match assignments to employees best-suited to do those driving tasks Avoid assigning work that involves driving beyond employee skills	 Aligning tasks with driving abilities: Generates work efficiencies, cost savings, satisfied customers, profitable operations Helps prevent crashes
Direct the work	Supervisors organize operations and schedule work: E.G., Supervisor directs drivers to adjust schedules to avoid treacherous winter driving conditions	 Work done as planned, and without incident: Avoids injuries, property damage costs, productivity losses, harm to company reputation
Train employees	 Regular interactions mean supervisors have: Insights into employee training needs Opportunities to provide timely instruction Supervisors help employees get the right training: Online, behind the wheel, in the classroom, through coaching or mentoring 	 Ensuring employees get the training they need: Helps them develop good driving skills Reduces risks of being involved in a crash Increases productivity, work quality and job satisfaction
Achieve compliance	 Supervisors ensure employees: Follow company driving policies and procedures Meet legal requirements (e.g., Motor vehicle act, occupational health and safety regulations, etc.) 	 Complying with legal requirements: Helps meet due diligence expectations Avoids administrative penalties and delays Attracts and retains employees, clients

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