

Benefits of Effective Supervision

Supervisor Responsibility	Supervisor Actions/Examples	Benefits
Work planning	Supervisors apply their knowledge of the work to: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Generates work efficiencies, cost savings, satisfied customers, profitable operations Helps prevent crashes
Direct the work	Supervisors organize operations and schedule work: <ul style="list-style-type: none"> E.G., Supervisor directs drivers to adjust schedules to avoid treacherous winter driving conditions 	Work done as planned, and without incident: <ul style="list-style-type: none"> Avoids injuries, property damage costs, productivity losses, harm to company reputation
Train employees	Regular interactions mean supervisors have: <ul style="list-style-type: none"> Insights into employee training needs Opportunities to provide timely instruction Supervisors help employees get the right training: <ul style="list-style-type: none"> Online, behind the wheel, in the classroom, through coaching or mentoring 	Ensuring employees get the training they need: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Follow company driving policies and procedures Meet legal requirements (e.g., Motor vehicle act, occupational health and safety regulations, etc.) 	Complying with legal requirements: <ul style="list-style-type: none"> Helps meet due diligence expectations Avoids administrative penalties and delays Attracts and retains employees, clients