

**Supervisory and Management Training (SMT)**

**Program Overview**

Supervisory and Management Training (SMT) is a blended cohort program for newly hired first- and second-line supervisors within the various business lines and staff offices of the Veterans Benefits Administration (VBA). The purpose of SMT is to provide VBA supervisors with the foundation and tools needed to make a successful transition into supervisory leadership roles. SMT facilitators are subject matter experts and/or senior leaders within VBA who provide guidance and practical experience as they facilitate lessons and share their knowledge and expertise with SMT participants.

**Program Outcomes**

Key objectives SMT participants will achieve include:

* Provide new supervisors with leadership skills to assist them in making the transition from employee to supervisor.
* Help supervisors avoid common mistakes in their interactions with employees.
* Provide a safe environment for participants to practice the skills they are being taught.
* Encourage participants to ask tough questions related to current events.
* Apply the knowledge gained during VA’s various supervisory training programs.

**Program Components**

This is accomplished through:

* Ten SMT-TMS (Talent Management System) self-paced training lessons.
* SMT-IWT (Instructor-led, Web-based Training) virtual instruction.
* One-week residency course at the Professional Development Academy.

**Eligibility Requirements**

* Nominees must be newly hired VBA first- and second-line supervisors.
* Nominees must complete the SMT-TMS items through TMS prior to registration.

**Resources**

Additional information may be found on Professional Development Academy’s SharePoint site at [Supervisory and Management Training (SMT).](https://dvagov.sharepoint.com/sites/vbahumancaptialservices/LD/SitePages/Supervisory-Management-Training.aspx?from%3D=LightGBM)

**Who We Are**    
TheVBA Professional Development Academy team oversees the key supervisory courses while providing value added learning opportunities for VBA employees in a world-class learning environment. Since 1995, The Academy has provided value added learning opportunities for VBA employees.