

COMPARING LINE MANAGEMENT AND SUPERVISION

Good line management and supervision compliment one another, and work in synergy to provide job satisfaction, professional growth and safety.

Line Management	Supervision
Has power over employee	Relationship of equal power
May have conflict of interest in dealing with situations between 2 or more employees	No such situations even if providing supervision to both people as the supervisor doesn't have to "deal" with the conflict
Line manager and employee may have some difficulties in the relationship, from either's perspective	Confidentiality provided to assist the employee to work on her relationship with her manager
Direction comes from the organisation's strategy, line manager's priorities, campaigns etc.	Supervision is self-directed by employee. She chooses what is most important to her to work on at the time. That is sometimes more difficult to do with a line manager.
Staff development fits in line with organisation's priorities and budget, and line manager's priorities. Development perceived by the employee as essential may not be seen the same way by the line manger. For example the employee may ant to learn to be more assertive and find new techniques for working with the line manger, who sees no problems at all.	Self-directed growth is the key. There is evidence that when individuals are encouraged in their own self-development, even if it is not directly related to the company's strategic direction, they are happier, more productive at work etc.
Employee may not want to disclose things to line manger	Confidentiality provided to enable employee to disclose
In line management situation frequently the line manager needs to undertake action	In supervision the employee always undertakes any required action
Line management relationship about performance. The performance of a line manger is partly measured against the performance of the employee so the line manager has a "vested interest" in specific aspects of the	Supervision is not part of performance management and the supervisor has no "vested interest" in the performance of the employee

<p>employee's performance</p> <p>Key person to provide coaching and strategies to deal with situations</p> <p>Line manager has a pro-active role in providing support, tools, environment etc.</p> <p>The employee has no choice over who her line manager is, what skills they bring to the role, and how long they are there</p> <p>The line manager is involved in the employee's performance and role</p> <p>The line manager should be a role model, particularly around practice</p> <p>Line management sometimes involves disciplinary proceedings with employees making affirming and constructive supervision difficult, and maybe confusing an employee or leading to an employee being defensive and not taking positive feedback on board</p>	<p>Another source for strategies etc to enable the employee to increase their "tool kit"</p> <p>The supervisor has a more passive role, reacting to the employee's needs at the time</p> <p>Supervisors are chosen for their specific skills, and can be changed when different skills are needed</p> <p>Supervisors provide a more objective "outsider" view and may even highlight areas where the line manger could provide more support and coaching</p> <p>The supervisor models process</p> <p>Supervision is meant to be affirming and constructive. As the supervisor is never involved in disciplinary proceedings with the employee, they can provide supervision at a time when supervision is essential due to disciplinary proceedings at work</p>
---	---