



RISING TO THE CHALLENGE

Develop the Skillset of Your Front-line Leaders for Impact

Ed Egan



DOUBLE E
WORKPLACE SOLUTIONS LLC

WMEP's Supervisory Skills Workshop(SSW)



Topics covered in the workshops

- Personalities and Behaviors
- Communication and Motivation
- Time Management and Team Building
- Training, Change Management, Conflict Management, and Performance Management
- Personal Development Plans

Text Your Questions

262-977-6565 (Ed's cell)

We will do our best to answer in the session.

If unable to answer in the session, we will reach out afterwards.

Local Panelists



Sheet Metal Fabrication

Kristin Clement: Owner and HR Manager

Hosted an in-house SSW session.



Container Manufacturing

Earl Early: Night Shift Supervisor
Attended Public SSW Training Session.

Team Exercise: Tent Pole



Team Exercise



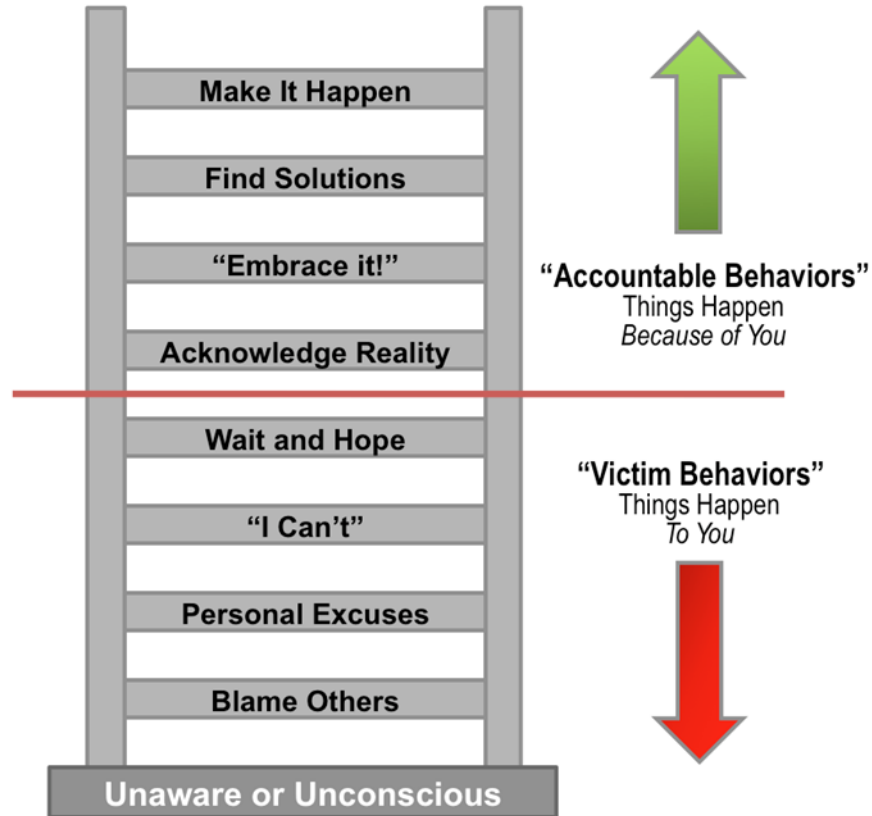
Objective: As a team, uniformly lower the tent pole to the ground.

Will need to “crouch”.

Even number of people on each side.

One finger MUST always remain flat and stay in contact with the tent pole.

The Ladder of Accountability



Free Tent Poles Available



- Stop up front after the session and grab/request.
- If we run out, we will get one delivered to you.

Tent Pole Exercise Learning



Statement from the Argon Supervisor Skills Class.

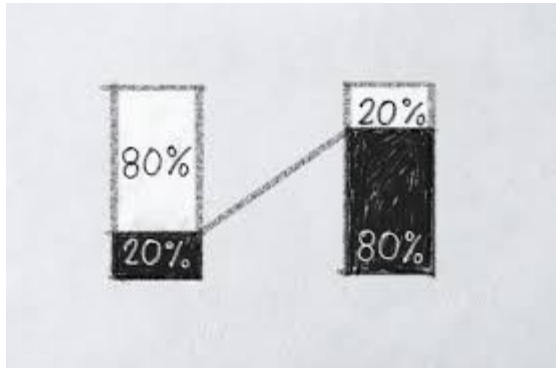
“Can you imagine if we told our team to do this, without trying it first? We would question their skillsets.”

Kristin Clement



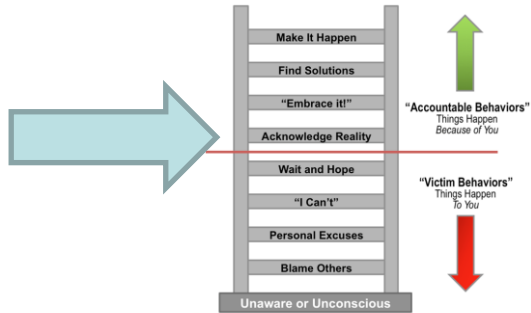
- What led you to investing in your front-line leaders?
- How are you ensuring you sustain the investment in your supervisors?

Earl Early



- What is motivating you to stay in a leadership position?
- How do you ensure you set your backup supervisors up for success?

Acknowledge Reality



- Too many times we assume a skilled employee can jump right in and lead a team.
- People can become "soured" on leadership roles very quickly.

Self Reflection: Post it Note Exercise

Unclear
Expectations

Leading their
friends.

Losing work
friends.

Taking the
work stress
home with
them

What makes people NOT want to assume front line leadership roles?

Leave these on the flip charts in the back on the way out.

We will send out a picture of the collection.

Key Takeaways



Breakdown “Performance”



- **Procedure Adherence**
 - Following what is required.
- **Performance Adherence**
 - Executing as agreed to.
- **People Interactions**
 - Respecting each other.

Establish “Team Norms” with Teams



- **Empowerment Boundaries**
 - Where are the “rumble strips”
- **Performance Expectations**
 - What is expected of each person
- **Development Expectations**
 - Team and Individuals

EDGE of Greatness Model

EXPECTATIONS

ARE THEY

CLEAR

CONSISTENT

COHERENT

CREDIBLE

DEVELOP

DOES ONE HAVE THE
NEEDED

SKILLS

KNOWLEDGE

GIVE

HAS ONE BEEN GIVEN

RESOURCES

INFORMATION

TIME

ENGAGE

THE IMPACT

WHAT IS THE IMPACT
ON SELF?

WHAT IS THE IMPACT
ON OTHERS ?



Final Panelist Question



What other advice do you have related to the development of front-line leaders?

How WMEP and Double E Support

Customized Eight Week Workshops (64 hrs.)

- On-site deep dive of current state of employee development and organizational effectiveness.
- 32 Hours of learning and team building.
- 32 Hours of field coaching support for teams/leaders.
- Personal Development Plans for all attendees.
- Coaching Action Plans focus on resolving Company Challenges.
- Customized roadmap to leverage and sustain learnings.



Q&A



Thank You for Participating

- Please complete the brief session survey to provide feedback to the presenter(s) and input to future editions of Manufacturing Matters!



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