



Leadership Fundamentals Training



This multi-day, in-person course provides current, new, and emerging leaders with a toolkit of practical skills that improve performance, productivity and drive engagement.

Our seasoned WMEP manufacturing pros will facilitate experiential learning and provide one-on-one coaching for participants to explore the dynamics of people leadership and build highly effective teams, navigate change, and drive business results.

In addition to the topics listed, attendees will:

- Complete a customized assessment focused on what your organization expects of them in their leadership role.
- Complete an exercise that creates a customized plan complete with leadership development goals.



Session 1: Role of a Leader

- Setting the Stage
- Desired Leadership Behaviors
- Continuous Improvement Leadership
- Problem Solving

Session 2: Relationship Building

- Change Management
- Psychological Safety
- Employee Development
- Morale and Motivation

Session 3: Building Trust

- Communication and Interaction Styles
- Personal Values
- Building Trust/Credibility
- Influencing Workplace Inclusion®
- Influential Leadership

Session 4: Accountability

- Influencing Accountability
- Courageous Conversations
- Personal Leader Assessment

Session 5: Conflict Management

- Leading Across Generations
- Emotional Intelligence
- Conflict Management
- Behavior Observation
- Listening and Responding

Session 6: Coaching & Feedback

- Questioning Techniques
- Preparing and Delivering Feedback
- Session Wrap Up and Goal Setting

INVESTING IN SUPERVISOR TRAINING ISN'T JUST AN EXPENSE; IT'S A STRATEGIC RISK MITIGATION STRATEGY THAT ENHANCES EMPLOYEE PRODUCTIVITY, RETENTION, AND ULTIMATELY SAFEGUARDS THE ORGANIZATION'S ROI.



SCENARIO BASED ON ONE EMPLOYEE:

- Disengaged employee salary: \$75,000
- Time to fill the position: 70 days
- Hiring Manager's salary: \$100,000
- Training days: 20 days
- Productivity ramp up: 60 days
- Time spent interviewing: 8 hours

Based on Gallup assessment of organizational loss



Cost of Disengagement



Cost of Replacement

TYPICAL DELIVERY MODELS FOR 12 TO 16 PARTICIPANTS:

Six, four-hour days scheduled over six to eight weeks with light homework assignments in between sessions.

Training is dynamic and fast-paced, featuring engaging group activities and personalized exercises, for practical learning and immediate application.

To reinforce the training, the final day will feature techniques to enhance learning through effective reflection and real world examples with optional extended coaching.

1 OUT OF 2 ADULTS

had left their job to get away from a manager

A Gallup study of 7,272 U.S. adults revealed that one in two had left their job to get away from their manager to improve their overall life at some point in their career.

BOTTOM LINE:

Supervisors can make or break employee retention & job satisfaction.

WE HELP MANUFACTURING COMPANIES BECOME MORE PROFITABLE & VALUABLE

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