



FIRST COAST
MANUFACTURERS
ASSOCIATION

Leadership
Academy 4.0

FCMA Leadership Academy



Mike Templeton
President
Templeton Manufacturing Solutions



Joanna Richards
Leadership Coach
Shift 7 Leadership

START

FCMA Leadership Academy History

Front Line Supervisor I

Started 2015

19 Classes To Date

433 Students

**42 Participating
Companies**

Mid-Level Manager

Started 2017

5 Classes To Date

88 Students

**19 Participating
Companies**

Introduction to Manufacturing

Started 2016

9 Classes To Date

84 Students

**18 Participating
Companies**

Continuous Improvement

Started 2020

2 Classes To Date

23 Students

**10 Participating
Companies**

Participating Companies

Advantus Corporation
Atlantic Logistics
BAE
Beaver Street Fisheries/Sea Best
Carlisle IT
Collins Aerospace
Corrocoat USA
Fincantieri
Georgia Pacific
JEA
IEM Power Systems
ITG Technologies
Medtronic
Milton J. Wood
Packaging Corporation of America
Polyhistor International
Revlon
RollerDie
Safariland
Saft America
Southeastern Metals (SEMCO)
Vac-Con
Water Recovery

Ameritape
Auld & White
Bacardi Bottling Company
C.F. Machinery & Tool
Coastal Shower Doors
Commercial Metals Company
Dupuy Silo
Garden Highway
Glass Distributors/Lee & Cates
Johns Manville
International Flavors & Fragrance
Miller Electric
MSC Industrial
NuTrend Plastics
Pal-King
Q-PAC
Reichhold
Rulon International
S&P Ventilation USA
Seal Shield
US Gypsum
Val Pak
West Rock



Our company has participated in the Front Line Supervisor and Mid-Level Manager programs from the beginning. We are able to continue building our employee knowledge base and skill levels through participation in these courses. Our return on investment far exceeds the costs of these programs!

All of our employees continue to provide extremely positive feedback about their experiences in these classes. Our investment in our people will pay off for us in the long term!

We have sent employees with very diverse skills sets and leadership experience levels to the Front Line Supervisor classes—as a company, we have nothing but good things to say about the FCMA Leadership Academy!



improvement

continuous

Covid 19 is more than change – it is a crisis that has created a **global shift** in the way we work and live.

United States Artists

Isnelling

dejha

suzydelvalle

Michael Gibbons

Kelley Kessell

Carolyn Ramo

Lu Zhang

Mollie Brennan

Lauren Stone, MAP

Misri

alexanderthompson

Lisa Leone

jenniferbenka

Stacy Tenenbaum Stark

anastasia

Katherine

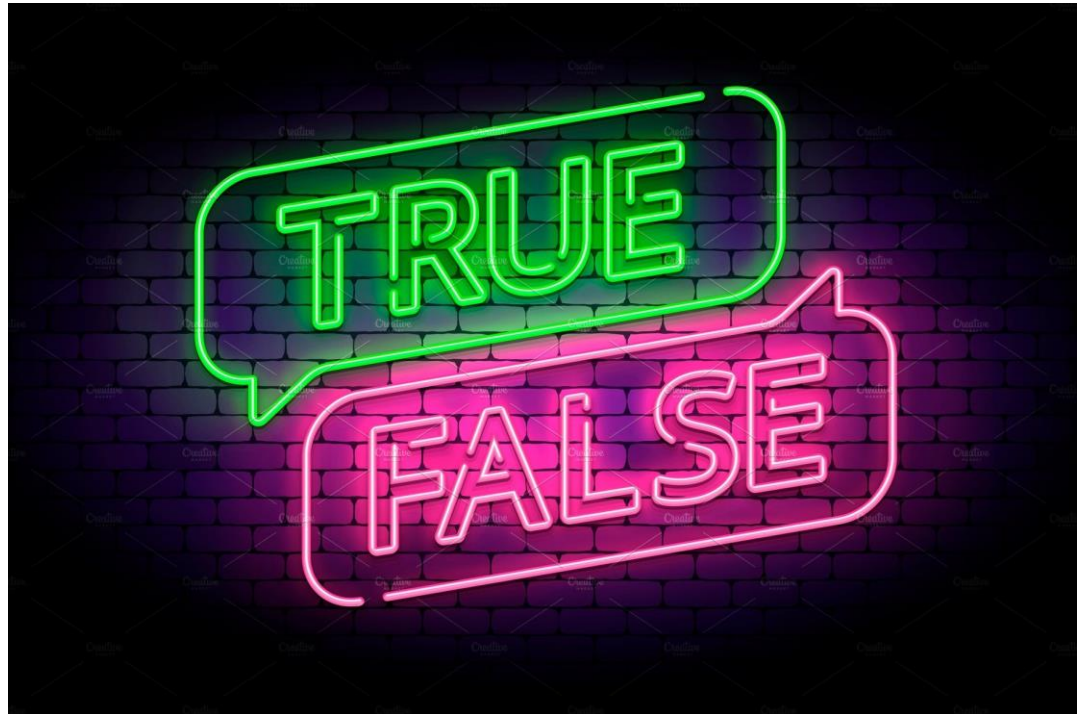
hunterbraithwaite

Artadia

Marianna Schaffer

poets

Poll



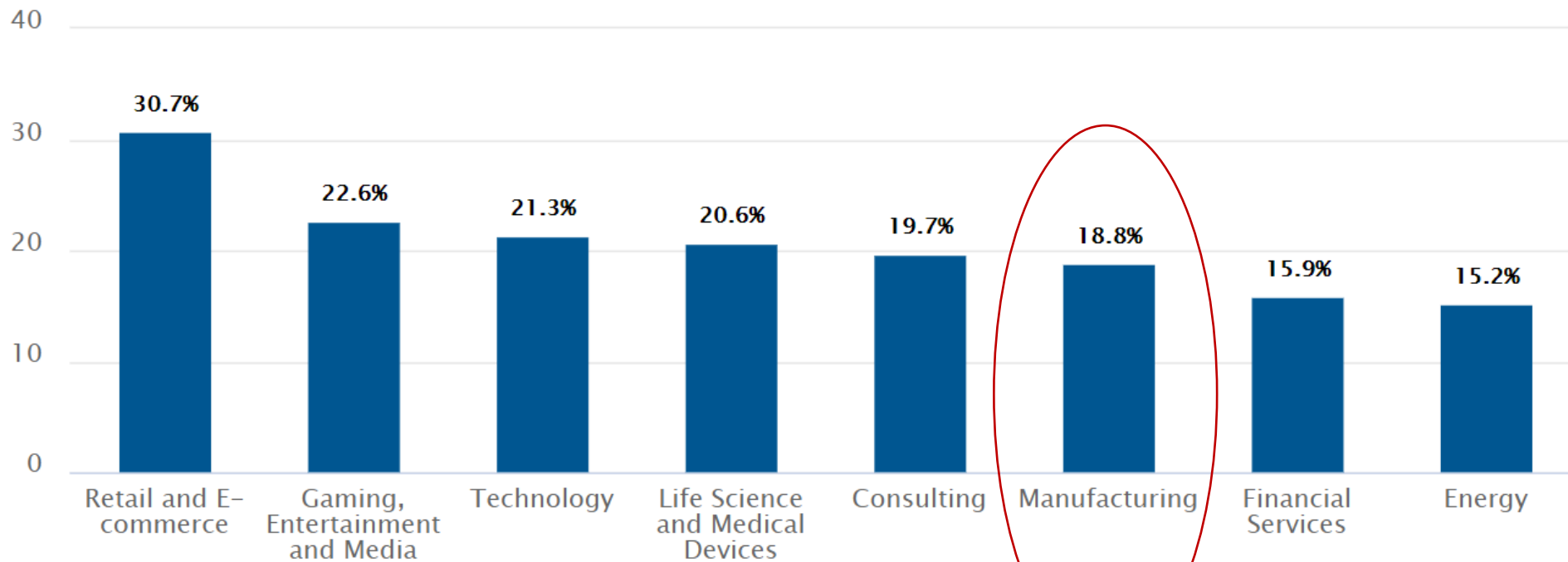
Poll Questions: True or False

Attracting and retaining talented employees is more challenging today than it was a few years ago.

Managing a diverse workforce (generations, cultural, etc) has made the leadership role more challenging.

Our supervisors, managers and directors are trained, prepared and ready, when promoted.

Average Turnover Rate by Industry in the U.S.



Source: Aon, 2020

Designed by  FinancesOnline

\$630 BILLION

Overall cost of
employee turnover
in the U.S.



33%

of an employee's
annual salary

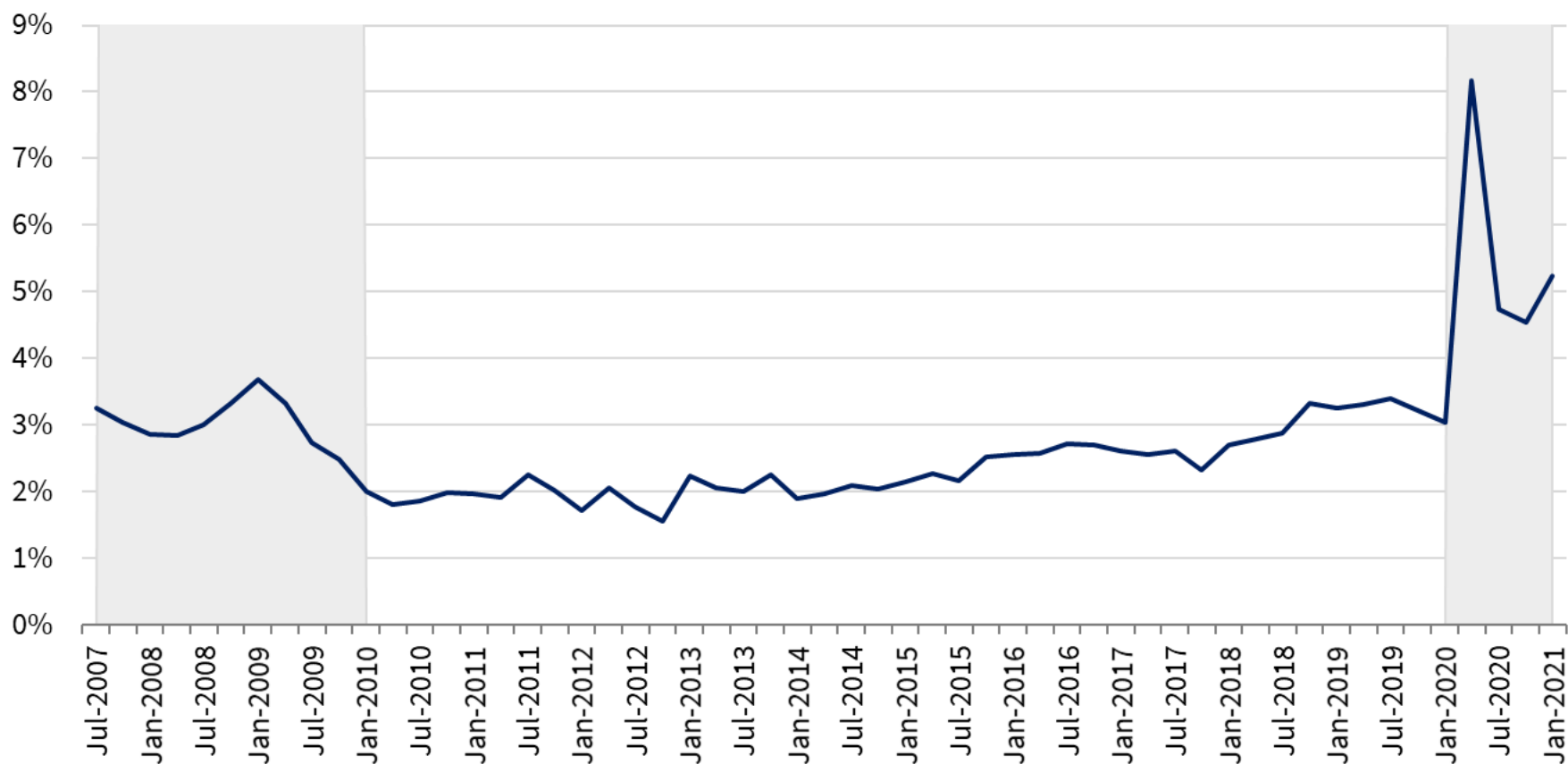
The cost of replacing
an employee who
resigned



Source: Work Institute, 2020; Emplify, 2020

Figure 1: Growth in average wages unadjusted for composition effects spiked during the pandemic

Year-over-year change in average wages



Note: Bureau of Labor Statistics, CEA Calculations.

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WE HAVE IMMEDIATE OPENINGS FOR:
Managers
Asst. Managers
Sales Associates
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Flexible Hours
Opportunity for Advancement
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Or see a store manager

we're hiring,
beautiful!
And we'd love to have you on our team

HIRING TEXAS
8 702 5042
MORE

Red Robin
NOW HIRING

\$400 SIGN ON BONUS
COME IN & APPLY TODAY

EXPRESS
CAR WASH

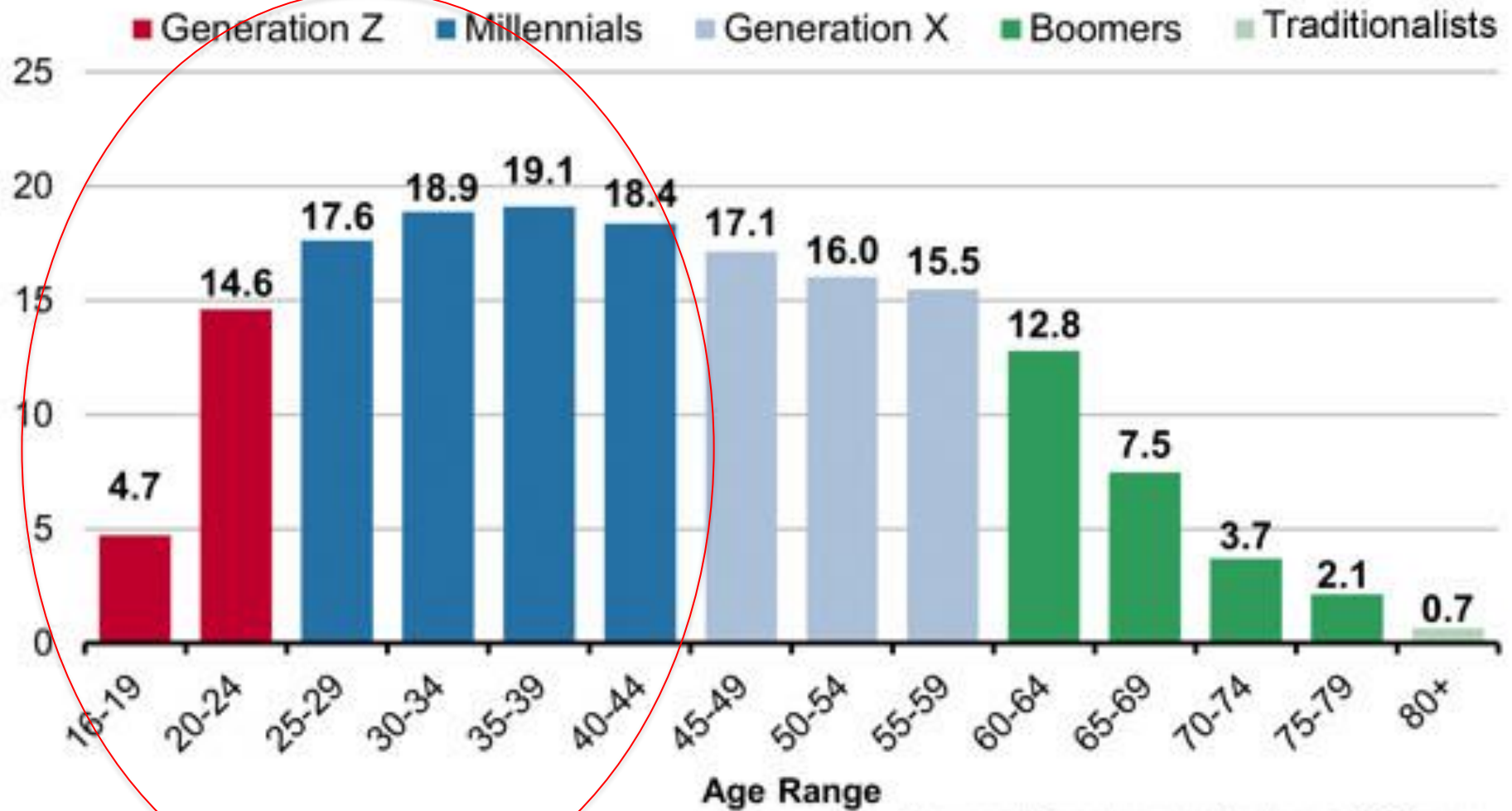
HIRING
DRIVERS
APPLY INSIDE
BEFORE 9PM

drive thru
NOW HIRING
FOR ALL
SHIFTS

NOW HIRING
CAR WASH FT
COLLEGE HS
WELCOME TO

The Workforce in 2025

Projected size of U.S. labor force (in millions) by age, for the year 2025



Source: Department of Labor | WSJ.com



The Silver Tsunami is upon us....
By 2030, 1 in 5 US residents will be at retirement age. The Boomers are retiring and taking their knowledge and experience with them.

What are strategies to
attract and retain
employees?

disruption

Higher wages
Remote work
Flexible schedules

Leadership Development



Gen-Z is highly motivated to grow their careers, with 76% seeing learning as the key to their advancement.

83% of Gen-Zers want to learn skills to perform better in their current role.

63% of the 'younger workers' feel their leadership skills aren't being fully developed by their employers.

#1

Reason people leave a job is because of their manager



#1

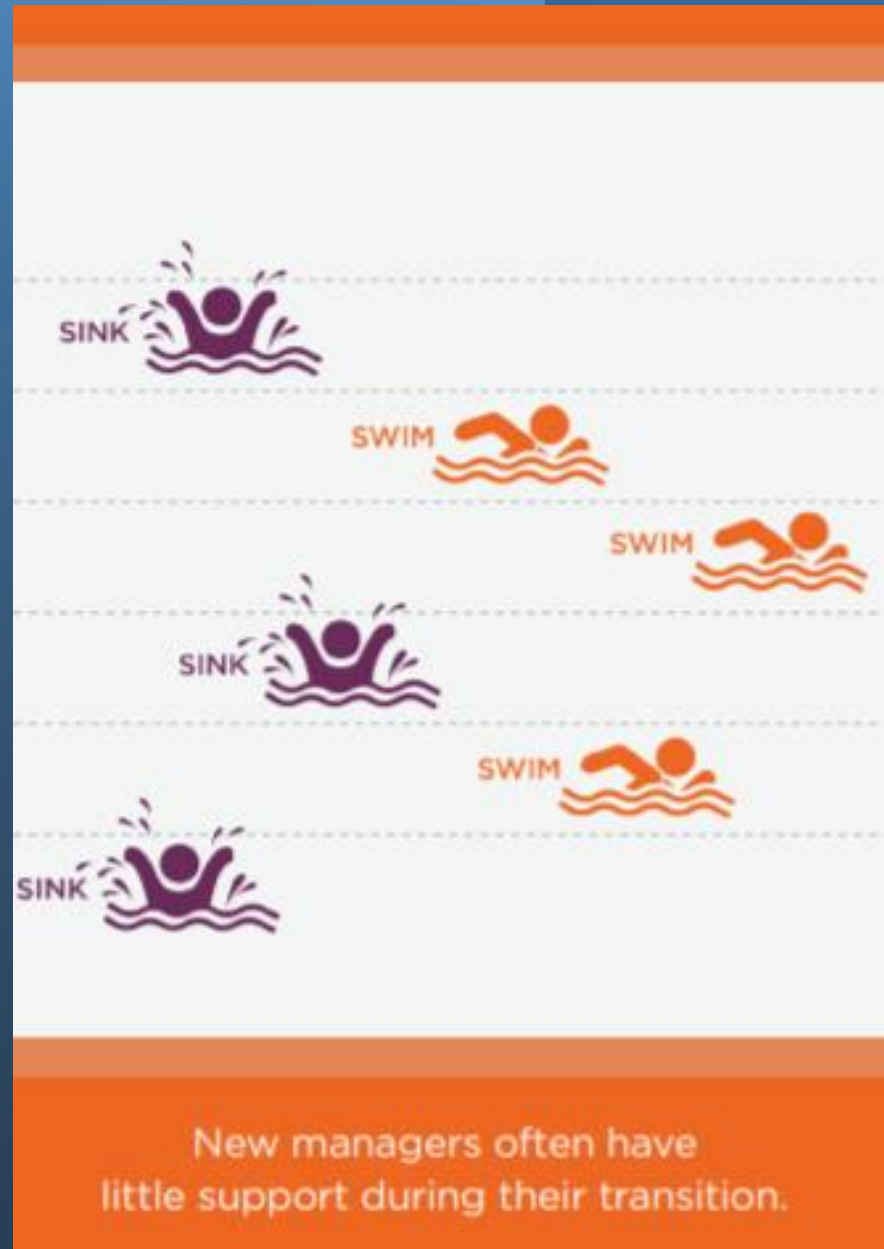
Reason people stay at a job is because of their manager



In the U.S., 68% of employees are not engaged in their jobs. Managers account for 70% of the variance in employee engagement scores. Studies have also found that managers, not the organization, drive employee engagement. In other words, teams that have good managers are far more likely to be engaged and productive than teams run by ineffective managers.

58% of new managers receive no training

60% fail within first 24 months



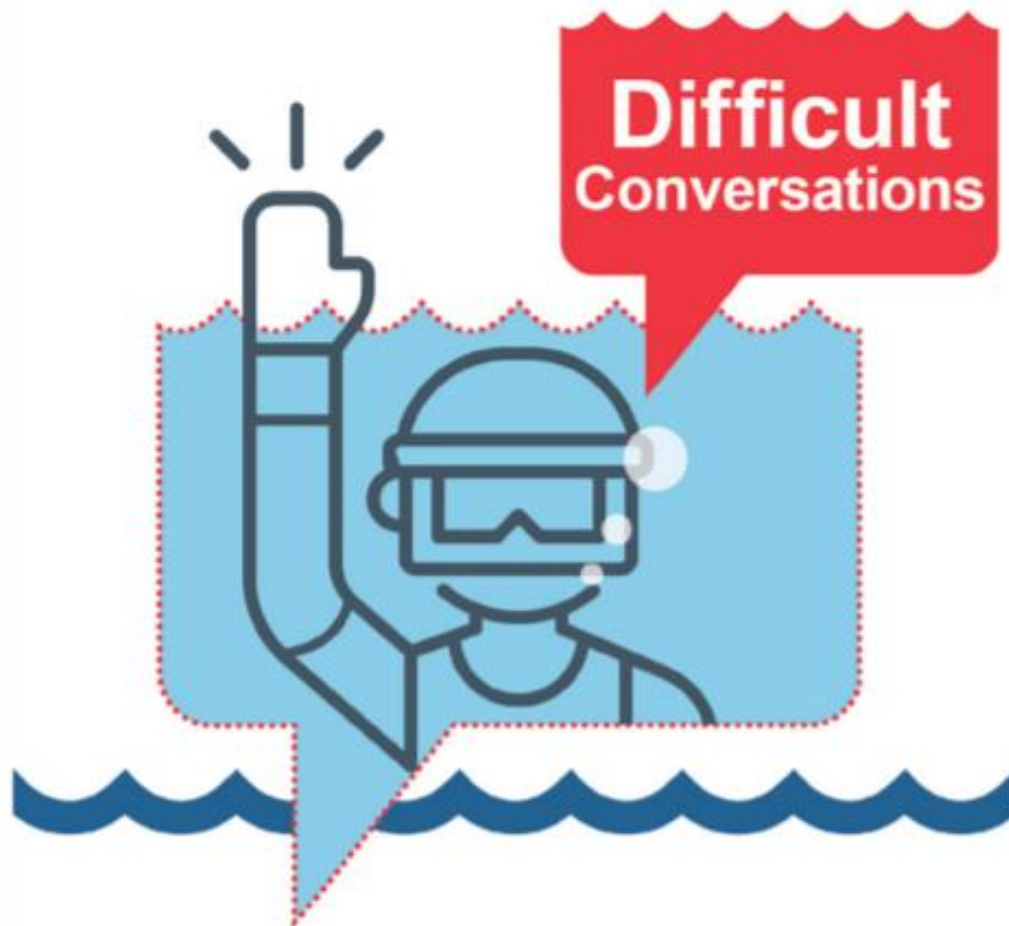
Why engage
your leaders
in the FCMA
Leadership
Academy?



Millennial leaders want more formal learning.

FCMA Leadership Academy Competencies

Personal Ownership	Effective Problem Solving	Leading through Influence	Coaching for Performance	Effective Communication	Learning Mindset
Continuous Improvement	Emotional Intelligence	Servant Leadership	Leading Effective Teams	Innovation & Creativity	Managing Accountability
Collaborative/ Inclusive Decision Making	Stakeholder Management	Trust Building	Initiative	Business Acumen	Customer Focus
Decision Making	Delegation	Strategic Thinking	Change Management	Project Management Planning & Execution	Goal Setting



The number one weakness of frontline leaders is their ability to have difficult conversations.

57% of Gen Z employees want to receive feedback from their manager several times a week *or more*.



1 in 3 people leaving their job because they feel their employer doesn't care about them

People Leaders Who Are Effective at Coaching Their Teams

Increase Employee Performance by 25%

Increase Job Satisfaction by 37%

Improve Employee Retention by 40%

Best Practice Learning Strategies

Incremental – Learn & Practice

- Every 1-2 weeks

Accountability

- Follow-Ups at next session

Relevant

- Real world cases & real time application

Collaborative / New Perspectives

- Learning from peers at other organizations
- Small class sizes

Active Learning

- Case studies
- Problem solving
- Role playing

Leadership Academy 4.0

Offerings this Fall:

- Front Line Supervisor 1
- Continuous Improvement—The New Normal
- Introduction to Manufacturing
- Leading Diversity & Inclusion in Today's World
- Leading a Multi-Generational Workforce

More Information Coming in December on the Below Courses:

- Front Line Supervisor 2
- Mid-Level Manager
- Executive Leadership Series
- Conflict Resolution
- Professional Progress

Leadership Academy 4.0 Calendar & Schedules

Course Offering Calendar					
Course	Sept. 2021	Jan. 2022	Apr. 2022	Jun. 2022	Sept. 2022
Front Line Supervisor I	X		X		X
Front Line Supervisor II		X		X	
Mid-Level Manager		X			X
Executive Leader Series			X		
Multi-Generational Workforce	X				X
Leading Diversity & Inclusion	X			X	
Conflict Resolution		X		X	
Continuous Improvement	X		X		X
Introduction to Manufacturing	X		X		X
Professional Progress		X			

Frontline I

PARTICIPANTS:

Technicians ready for promotion, crew/ team leaders, current supervisors

FOCUS:

- Learning and Developing Your Leadership Style
- Communication Assessment – DISC
- Performance Management
- Team Building – Leading High Performing Teams
- Continuous Improvement – Critical Thinking
- Supervising and the Law

Frontline II (Winter 2022)

PARTICIPANTS:

Frontline supervisors who have completed Front Line I program

FOCUS:

- Builds upon the first program – deeper level integration of skills
- Individual skill evaluations
- Extensive exercises/practices
- Case studies
- One-on-one coaching

Mid-Level Manager (Winter 2022)

PARTICIPANTS:

Mid-level managers who have front line supervisors (or higher) reporting to them.

FOCUS:

- Individual leadership skill evaluation
 - Communication Assessment – DISC
 - Leadership Assessment - 360 Feedback
- One-on-one coaching sessions
- Performance management
- Leading high performing teams
- Influencing and presenting across organization
- Change management

Executive Level (Spring 2022)

PARTICIPANTS:

Must currently be in a senior leadership/executive position.

FOCUS:

- Leadership competency assessment (360, Hogan, etc)
- One-on-one coaching
- Peer mentoring
- Keynote speakers
- Community of practice – sharing learning & experiences
- Limited to 15 participants
- Five 4-hour classes over a six-month period

LEADERSHIP ACADEMY

EDUCATION

Leadership Academy

Training Resources

Workshops

Manufacturing Day

Training Grant Assistance

Full Academy Guide Here

For the last seven years, FCMA has developed and delivered outstanding value to our membership by offering best-in-class cost effective leadership and employee training opportunities. To date, the FCMA Leadership Academy has provided leadership training to more than 560 front line supervisors, team leaders and mid-level managers from 44 member companies as well as hands-on technical skills training to 84 line employees from 18 different member companies. The participant feedback has been consistently outstanding!

Now, we are excited to offer our expanded FCMA Leadership Academy 4.0 that includes five existing offerings as well five new training programs. [Click here to learn more](#) about leadership and employee training programs.

Offerings this Fall:

- ◆ Front Line Supervisor 1
- ◆ Continuous Improvement—The New Normal
- ◆ Introduction to Manufacturing
- ◆ Leading Diversity & Inclusion in Today's World
- ◆ Leading a Multi-Generational Workforce

Fall 2021 – FCMA Training Offerings

Front Line Supervisor I

This program is designed for Front Line Supervisors, Lead Operators, Team Leaders, or future candidates for these positions in manufacturing companies. Offering consists of six full-day in-person sessions occurring every 2-3 weeks over a 3-month period. The curriculum includes leadership, communications, performance coaching, team building, critical thinking and problem solving, and supervising and the law. Class instruction will be provided by leadership training experts using group participation and interactive learning. We will also include exposure to local manufacturing plants, either by conducting classes at a plant location or providing access for plant tours. When visiting a plant, students will learn about host company businesses and observe their manufacturing best practices as well as participating in an open Q&A panel session with host company leadership team members. The program includes kick-off and culmination graduation events including guest speakers. Lunch will be provided for all classes. To date, over 430 students representing over 42 member companies have participated in this program. Feedback continues to confirm outstanding value to the individual students as well as the sponsoring companies. Program has been labeled as one of the premier leadership courses in NE Florida! [Click here](#) to learn more about the fall program offering. [Click here](#) to register on-line.

Contact Information

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<https://fcmaweb.com/training/leadership-training/>

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LET'S WIN
THE WAR FOR
TALENT



FIRST COAST
MANUFACTURERS
ASSOCIATION

Leadership Academy 4.0