

Frontline Supervisor I Training Program—Winter 2025

As we enter our 11th year with the FCMA Leadership Academy, FCMA is excited to offer our next Frontline Supervisor I training program which serves as the cornerstone of the Leadership Academy. Since inception, we have served more than 700 students from 55 different member and non-member companies with this program with very favorable feedback!

The program is designed for Frontline Supervisors, Team Leaders, Lead Operators, or future candidates for these positions who lead frontline employees/individual contributors in a manufacturing environment. This course will focus on the most critical basic leadership skills needed to be a successful front-line supervisor or team lead.

The program will focus on developing the following critical leadership competencies:

- Assessment of the participant's communication style (DISC) and leadership competencies so they can develop self-awareness of their words and actions and learn how to adapt to build more effective relationships.
- Creating and implementing an Individual Learning & Action Plan
- Understanding and practicing performance coaching – establishing trust, setting job goals, directing work and providing feedback
- Learning key elements of creating and maintaining accountability.
- Building an effective team based on the 5 Dysfunctions of a Team model with a strong focus on trust building and building team commitment
- Shifting mindset towards ownership of issues and prioritizing people leadership activities
- Effective conflict management to proactively achieve positive outcomes.
- Building and implementing an Individual Learning & Action Plan
- Understanding how labor and employment laws impact the role of a frontline supervisor or team lead, and some of the legal “do’s and don’ts related to their role.
- Participate in a Leadership Challenge – applying their course learnings in real time during the final class.

The program consists of a kick-off orientation, six classes and a graduation event that will occur every 2-3 weeks over a 3-month period. Classes will run from 8:30 AM – 2:30 PM. During each class, students will participate in extensive exercises/practices, role plays and case studies to help them learn how to apply these leadership skills on the job. Class instruction will be provided by leadership training experts using group participation and interactive learning.

Class locations will rotate between different manufacturing locations where students will learn about host company businesses, observe best manufacturing practices during a plant tour as well as participate in an open Q&A panel session with host company leadership team members. Breakfast and lunch will be provided for all classes.

Between classes, there will be homework assignments to enhance the participant learning experience. At the conclusion of the program, each student will be asked to speak briefly at the graduation event – sharing an example of their learning from the program.

Winter 2025 Schedule:

Kickoff Event—1/15/25
Session 1 DISC Communication—1/28/25
Session 2 Performance Coaching—2/11/25
Session 3 Creating Accountability—2/25/25
Session 4 Leading High Performing Teams—3/11/25
Session 5 Supervising & The Law—3/21/25
Session 6 The Leadership Challenge: Make Your Case—4/1/25
Graduation Event—4/17/25

**Cost: \$2,700 for FCMA Members
\$3,510 for Non-Members**

On-Line Registration:

<https://fcma.memberclicks.net/fls12025q1>

Class Size Limited To First 20 Registrations