



Manager-Supervisor II Training Program—Winter 2025 Class

This newly revised program is a combination of the Frontline Supervisor II and Mid-Level Manager curriculums and builds on the basic leadership competencies and skills taught in the Front-Line Supervisor 1 program.

Manager-Supervisor II Program provides the participants with a more in-depth self-evaluation of their leadership skills and how their mastery impacts their teams and organizations.

This program is designed for managers and experienced supervisors who have completed varying levels of formal leadership training (such as Frontline Supervisor I). Participants must have a desire to improve their effectiveness through building “Extreme Ownership” of the challenges they face in their roles.

The program will focus on developing the following leadership competencies:

- Learn and applying the concepts of Extreme Ownership to their role
- Receive specific 360 feedback and commit to new behaviors to build more effective relationships
- Develop their value proposition – define the unique value they bring to the organization
- Learn and develop strategies to ‘lead from the middle’ - leading down, across and up into the organization effectively
- Understand and address top leadership blind spots in their roles
- Practice organizing and presenting their ideas in a group setting
- Understand and practice through real world cases how to influence positive change
- Creating and implementing an Individual Learning & Action Plan
- Customized Leadership Coaching in a confidential 1:1 setting (2 sessions)

The program consists of a kick-off orientation, five classes, two 1:1 coaching sessions 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. Throughout the program, participants will be exposed to leadership reference materials that incorporated into class discussions. 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 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:

Kick-off Event—1/30/25
Session 1 Extreme Ownership—2/13/25
One-On-One Coaching Sessions—2/17/25-2/24/25
Session 2 Leadership Value Proposition—2/27/25
Session 3 Leading From The Middle—3/13/25
Session 4 Top Leadership Blind Spots—4/2/25
Session 5 Influencing Change: Make Your Case—4/17/25
One-On-One Coaching Session—4/18/25-5/7/25
Graduation Event—5/8/25

**Cost: \$3,275 for FCMA Members
\$4,257 for Non-Members**

On-Line Registration:

<https://fcma.memberclicks.net/manager-supervisor>

Class Size Limited To First 20 Registrations