

Frontline Supervisor I Training Program—Winter 2026

Registration Deadline—1/20/26

As we enter our 12th 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 its inception, we have served more than 770 students from 59 different member and non-member companies through this program, with very favorable feedback!

The program is designed for **Frontline Supervisors, Team Leaders, and Lead Operators** and **future candidates** for these positions. This course will focus on the most critical basic leadership skills needed to be a successful frontline 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.
- Understanding and practicing performance coaching and counseling – 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 and commitment.
- Effective conflict management to proactively achieve positive outcomes.
- Understanding how labor and employment laws impact the role of a frontline supervisor or team lead, and some of the legal “dos and don'ts” related to their role.
- Learning about applied innovation and critical thinking skills.
- Creating and implementing an Individual Learning & Action Plan—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 held every 2-3 weeks over a three-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 2026 Schedule:

- Kickoff Event—1/27/26
- Session 1 DISC Communication —2/10/26
- Session 2 Performance Coaching—2/24/26
- Session 3 Creating Accountability—3/10/26
- Session 4 Leading High Performing Teams—3/24/26
- Session 5 Supervising & The Law—4/10/26
- Session 6 The Leadership Challenge: Lessons Learned—4/21/26
- Graduation Event—5/7/26

**Cost: \$2,850 for FCMA Members
\$3,835 for Non-Members**

On-Line Registration:

<https://fcma.memberclicks.net/FLS1winter2026>

**Class Size Limited To First 20
Registrations**