

Frontline Supervisor II Training Program—Spring 2026

Registration Deadline—4/10/26

As we enter our 12th year with the FCMA Leadership Academy, we are excited to offer our Frontline Supervisor II training program. Since its inception, we have served more than 117 students from 37 member and non-member companies with earlier versions of this program.

The program is for **experienced frontline supervisors and first level managers who have completed varying levels of formal leadership training (such as Frontline Supervisor I) and have direct reports**. This course builds upon the basic leadership competencies and skills taught in the Frontline I program and will offer students an in-depth self-evaluation of their leadership strengths and areas needing improvement to effectively lead and influence/impart their team and organization.

The program is focused on leaders strengthening their effectiveness by developing next level leadership competencies and skills through the following learning experiences:

- Learning and applying Extreme Ownership principles in their role
- Strengthening leadership effectiveness through 360° feedback
- Experiencing 1:1 coaching with experienced leadership coach
- Unlocking the power of effective conflict management
- Identifying and addressing leadership blind spots
- Leadership In Action: Cultivating A Passion For Safety
- Leadership In Action: Owning Quality
- Developing a personal leadership value proposition—defining the unique value they bring to the organization

The program consists of a kick-off orientation, five classes held every 2-3 weeks over a three-month period, followed by a graduation event. 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. 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.

Spring 2026 Schedule:

- Kickoff Event—4/22/26
- Session 1 Developing Your Leadership Value Proposition—5/6/26
- One-On-One Coaching Session—5/11/26-5/15/26
- Session 2 Leadership In Action—Cultivating A Passion For Safety--5/27/26
- Session 3 Unlock The Power Of Conflict—6/10/26
- Session 4 Leadership In Action: Owning Quality—6/24/26
- Session 5 Uncovering Your Leadership Blind Spots—7/8/26
- Graduation Event—7/15/26

**Cost: \$3,440 for FCMA Members
\$4,472 for Non-Members**

On-Line Registration:

<https://fcma.memberclicks.net/FLS2spring2026>

Class Size Limited To First 20 Registrations