



JOHNNY GETS PROMOTED

Superior Skills for New and Tenured Supervisors

Program Description and Objectives

EYE-OPENING, ENTERTAINING, ONSITE PROGRAM FOR NEW AND TENURED SUPERVISORS

“We never want another living soul to train us again unless it’s Lynette!” That’s what our mostly male, mostly blue-collar audience (who were originally very reluctant to attend), shared with me after Lynette’s programs. She quickly gained their attention, respect and admiration and influenced them to apply the learning. Instantly, staff-to-boss relations improved. The results created a domino effect that had other supervisors (and managers begging to participate! Something I’ve never witnessed before! Without a doubt, the best programs we’ve ever had. - Kathy Pyatt, Dir. HR, Dunkin’ Donuts Mid- Atlantic Distribution Center

Oh please! Not another leadership training?!

Nope, this program is not your typical “leadership training”. Prepare to open your mind and shatter your paradigm. We engage our audiences from the very first minute by making the learning *about them*. We offer a safe platform to discuss the unmentionables, the “elephants in the room”, the real time issues that may be keeping **your** organization in a productive or financial rut!

This program stresses the message that most “supervisor trainings” leave out. That superior supervision is a twofold process that requires:

- 1) A keen eye for a *suitable* candidate to be placed in the supervisory role;
- 2) The tools and support to develop that supervisor into a superior role model; one who fosters solution driven, productive, and most importantly - advancing teams.

Organizations that suffer from stagnation or slow growth share a common denominator – those in power are often unaware of the issues that go on in the supervisory/workforce relationship. They are also unaware that most supervisors will forgo help (for a variety of reasons) even when it’s offered. As unresolved issues and unasked questions mount, they gradually weave a culture of resentment, disinterest, and worse yet – *detachment from your mission!*

Through efficient development of the supervisory level, organizations experience a culture change that’s palpable even to its clients and vendors. **A positive change in attitude, a renewed excitement for the mission, and a growing number of solution-drive employees who understand the meaning of interdependence...** These changes are the goal of this fast-pace, entertaining and interactive program. Participants who fully engage and apply the program’s principles will greatly enhance their ability to:

1. Communicate effectively
2. Set clear expectations
3. Delegate and develop staff
4. Empower and motivate
5. Evaluate and discipline

Disclaimer: Johnny can be male **or** female and work in **any** industry! “Johnny” is a fictitious character who emerged while training thousands of employees in the supply chain.

In addition, participants will:

- Distinguish “good fit” versus “bad fit” characteristics in potential candidates before promoting
- Understand team dynamics and development, conflict resolution and managing former peers
- Identify the four social styles – their value to a team, motivators, reactions to stress and change
- Learn how to build exceptionally high trust up and down the chain of command
- Recognize their strengths and opportunities for growth in their supervisory/management role
- Begin to solve/overcome real-time issues and obstacles through discussion and role play

If you don't support their development, how can you expect them to support your mission?

Who should participate? There are no exclusions – *everyone benefits!*

- Hirer: Owner, executive team, HR professional, hiring manager, etc. responsible for choosing the candidate
- Hiree: Potential candidates, new supervisors, seasoned supervisors or managers at any level
- Individual contributor: While their immediate reaction is “*Why do I need to be here? I don't supervise anyone!*” early in the program, they find that knowing what their supervisor is *supposed* to do is extremely advantageous to them! They no longer wonder whether they're being managed correctly. Better yet, they gain an appreciation for the pressure that occurs up the chain; therefore they automatically self-correct negative behavior and develop a healthier work ethic.

What results can you expect? Our clients have realized a long list of benefits, the most common are:

- Higher success rates in attracting good-fit candidates to supervise (and less supervisory turnover)
- Far less complaints to HR departments from the workforce regarding their immediate supervisors
- Increased workforce-level engagement and attendance (and desire to grow within the company)
- Easier and more effective communication between supervisors and their subordinates

How long is the program? This program is customizable! The length completely depends on the needs of you, your company, and your staff. Within the 5 main objectives or skills (listed on page 1), there are at least half-a-dozen modules (per skill) to explore. We will discuss a perfect fit for your organization. *To view the list of modules, simply contact us by phone or email and request the “Johnny Training Outline”.*



How do you proceed? Contact our office at 215-630-4388 and we'll discuss your needs!