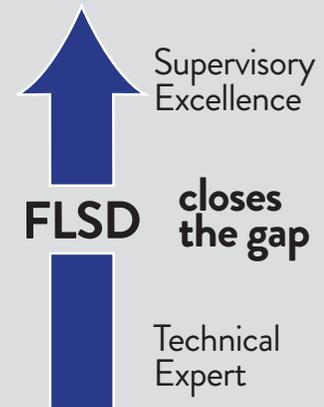




Front Line Supervisor Development Program

Avoid risks by arming your supervisors with the right tools

Front line supervisors in process operations are recognized as key performance drivers in reaching an organization's business goals. Typically, their expertise is comprised of technical skills, but their ability to manage people and operations is not well-developed. The TDS Front Line Supervisor Development Program (FLSD) closes the gap between the technical expert and supervisory excellence.



What makes our FLSD program **unique**?

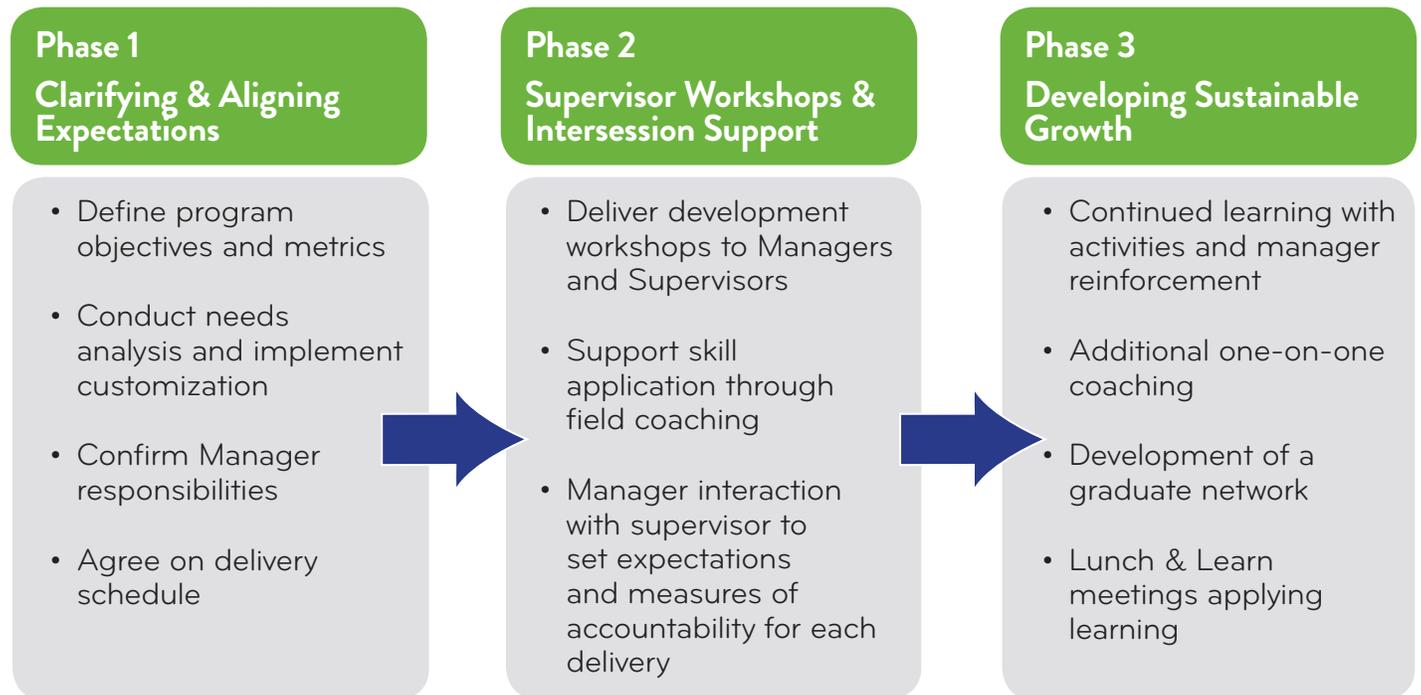
- Enables current operators to make a smooth transition to supervisor
- Existing supervisors sharpen their skills and learn new management techniques
- Utilizes high impact learning processes reaching beyond traditional workshop structure
- Personalized one-on-one interaction with leaders to lay a framework for the learning environment
- Managers engage with supervisors in learning and applying knowledge throughout entire workshop

What makes our FLSD program **valuable**?

- TDS customizes the program to fit your specific needs, delivery limitations and industry
- Creates dialog between the supervisor and manager which builds trust and rapport
- Builds awareness of the appropriate actions and responses necessary to handle a variety of situations
- Creates metrics and measurements for learning outcomes
- Support through sustainability activities for continuous knowledge and skills application even after workshop is completed



Our 3-Phase Approach



Driving a Safety Culture

FLSD establishes and reinforces the link between leadership behaviors and safety throughout the program:

- Safety moments start every workshop
- Being a champion – safety, quality, change
- Case Studies – leadership actions to prevent a process safety event
- Leadership Bank Account – make HSSE a core value

90%

of executives believe frontline supervisors' lack of leadership development negatively impacts employee engagement

79%

said this development gap is negatively impacting organizational performance

Source: 2014 HBR Analytic Services, Frontline Managers: Are They Given the Leadership Tools

The TDS **Front Line Supervisor Development (FLSD)** program closes the gap by partnering with you to give supervisors the skills and knowledge to become high performing leaders that drive safe and compliant operations.

Let TDS lead the way to supervisory excellence in your workforce. Contact us at **800-480-1128** or visit us at **TDSHOU.com**